



CNP Quick Poll

Diversity

Briefing for CDR John Hefti
Head, Navy Diversity Directorate

Achieving Human Resource Solutions Through Innovative Research

Overview

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- **Objectives**
- **Methodology**
- **Demographics**
- **Results**
- **Summary**

Objectives

- **Primary assessment of EO in the Navy focused on discrimination and sexual harassment experiences (e.g., NEOSH)**
- **As Navy broadens its diversity efforts a survey instrument that accurately captures the effectiveness of these efforts is needed**

Navy defines diversity as “all the different characteristics and attributes of individual Sailors and civilians that enhances the mission readiness of the Navy”
- **The 2004 Navy Officer Survey was the first survey to assess diversity in the Navy**

Focused on broader facets of diversity, including awareness and support, organizational impact, and resistance to the Navy’s diversity strategy as well as mentoring and Navy culture/values
- **Diversity Quick Poll expands effort**

Serves as baseline Navy-wide assessment of diversity among both officers and enlisted

Methodology



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- **Scientific, representative sample selected**

Stratified by race (majority/minority), gender, and Officer/Enlisted status to ensure adequate representation

- **Navy Messages sent to commands requesting selected personnel complete the poll online (<http://quickpolling.nprst.navy.mil>)**

Commands given 5 business days to complete poll

Poll could only be accessed once by those selected using correct usernames/passwords

Demographics

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Poll start date: March 17, 2005

Poll end date: March 25, 2005

Eligible Sample:	8,800	
Eligible Returns:		3,066

Response Rate:	35%
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Results statistically weighted to match paygrade, race, and gender distribution of Navy

Response rate slightly higher than DoD-wide web survey response rates for Navy (28%-29%)



Diversity

**Awareness and
Support**

Leadership

Organizational Impact

Resistance

Culture/Values

Being Part of the

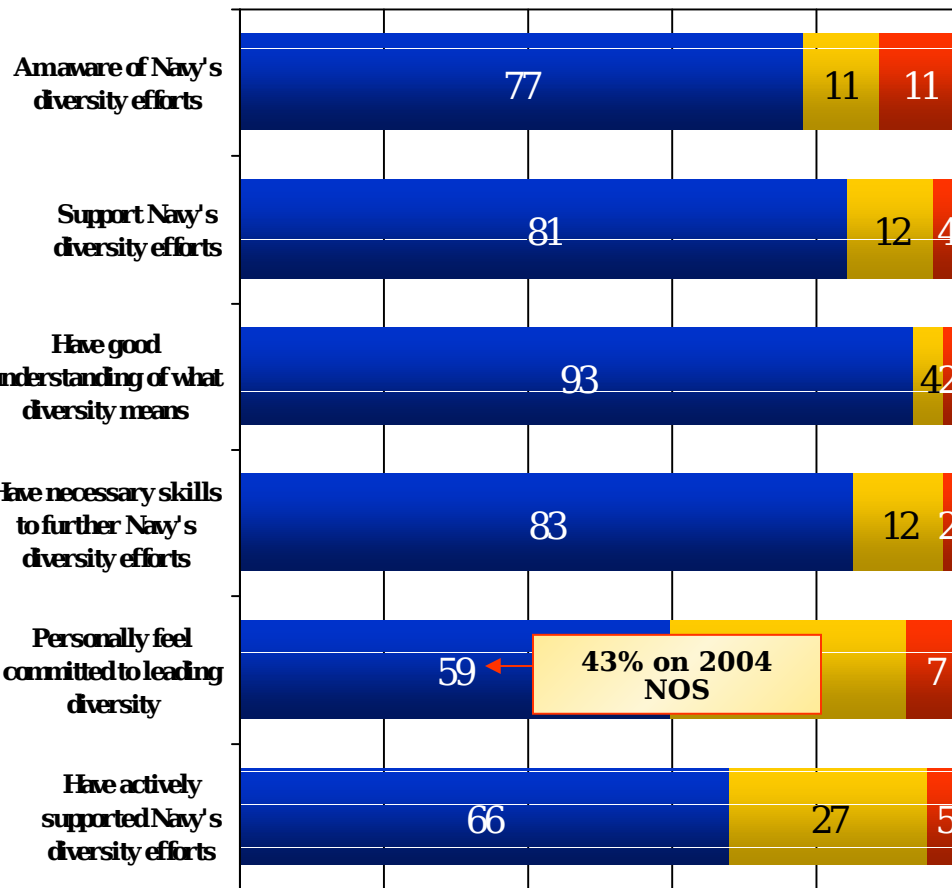
Team

Achieving Human Resource Solutions Through Innovative Research

Diversity: Awareness & Support

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Officers



43% on 2004 NOS

Enlisted



Agree Neutral Disagree

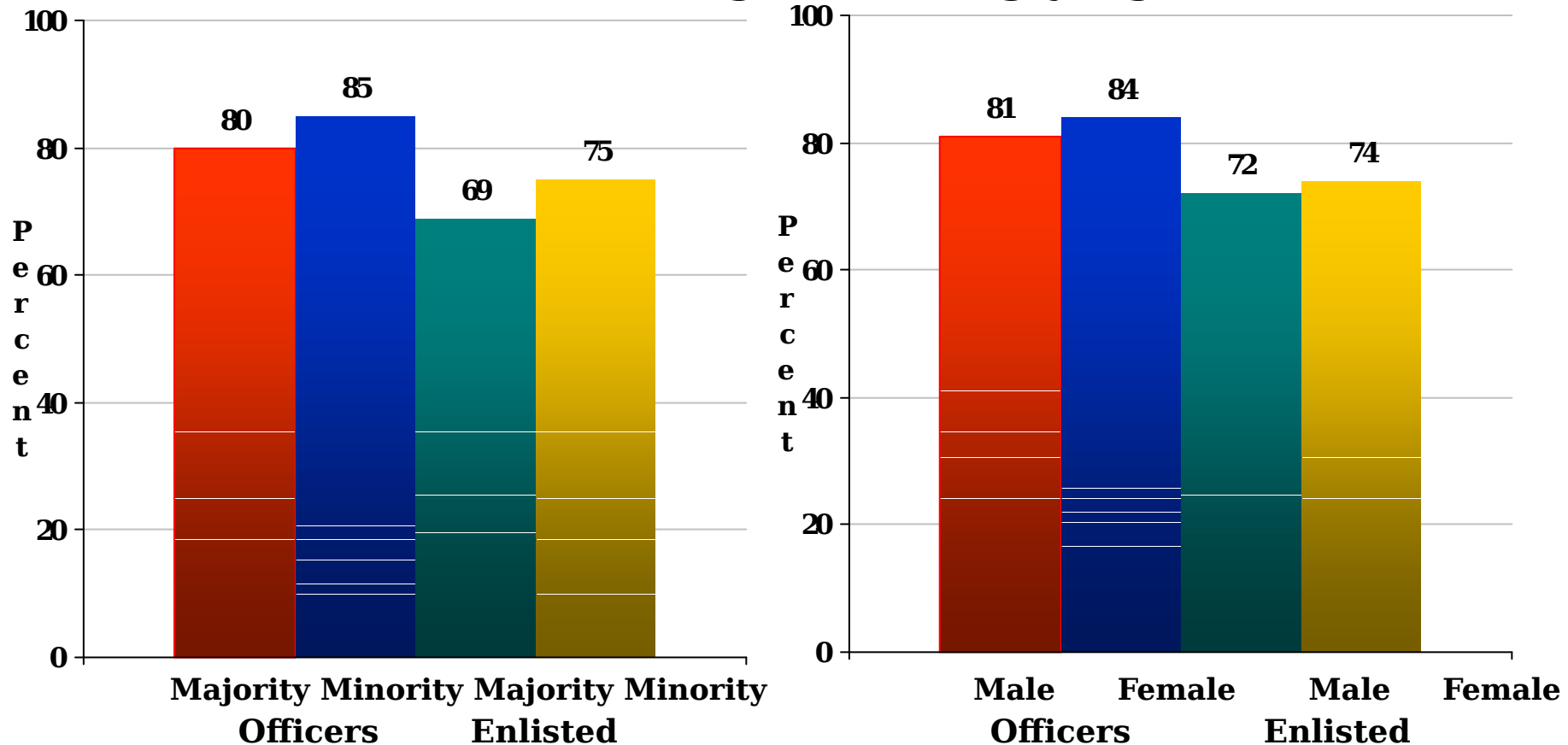
Agree Neutral Disagree

Responses of those who chose "Don't Know/Not Applicable" not included.

I Support the Navy's Diversity Effort: Race and Gender

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Percent "Agree/Strongly Agree"



Diversity: Leadership

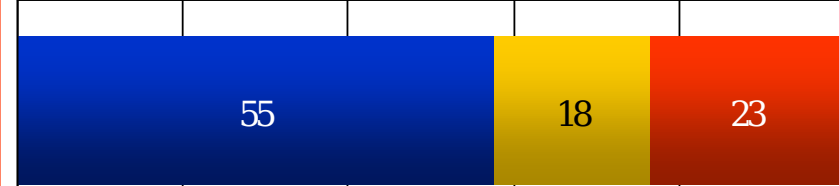
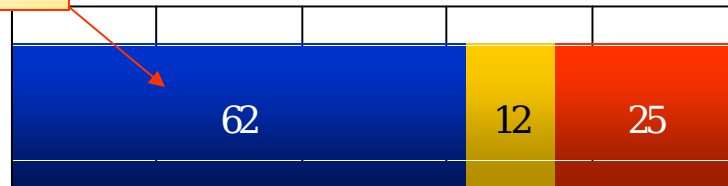
NPRST

53% agreed on 2004 NOS

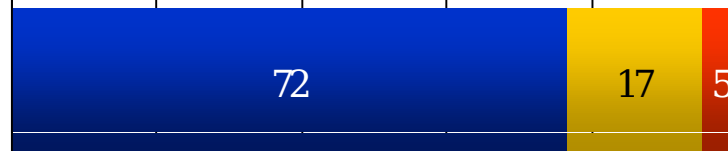
Officers

Enlisted

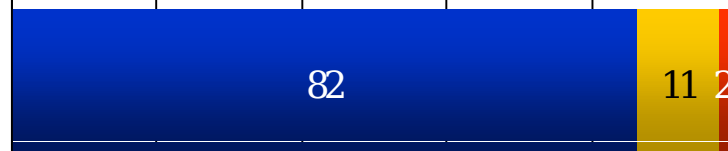
In the past year, have heard Navy leaders speak about diversity



Navy's senior leadership supports diversity



Leadership at this command supports diversity



Navy is serious about its diversity emphasis

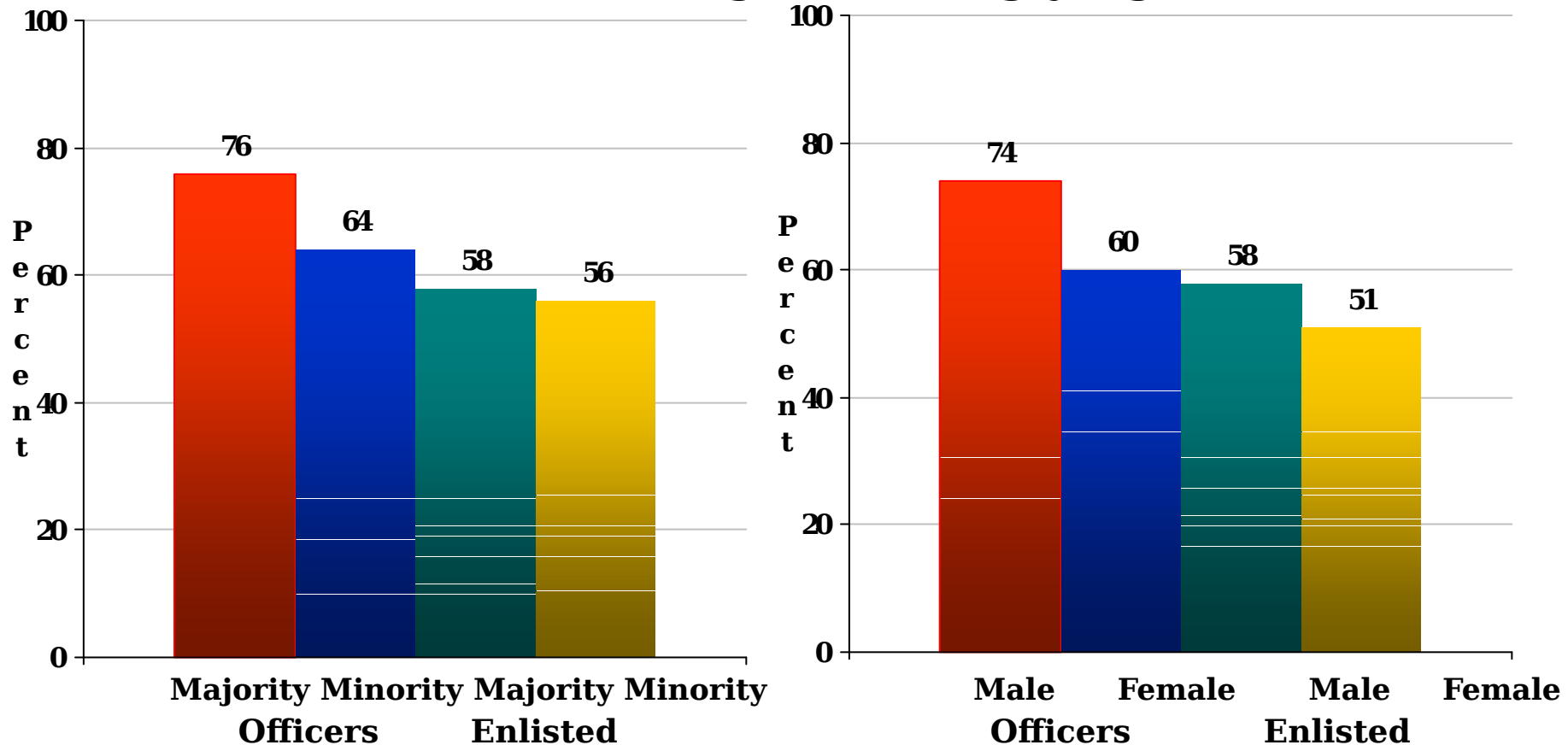


■ Agree ■ Neutral ■ Disagree

■ Agree ■ Neutral ■ Disagree

Navy's Senior Leadership Support *NPRST* Diversity: Race and Gender

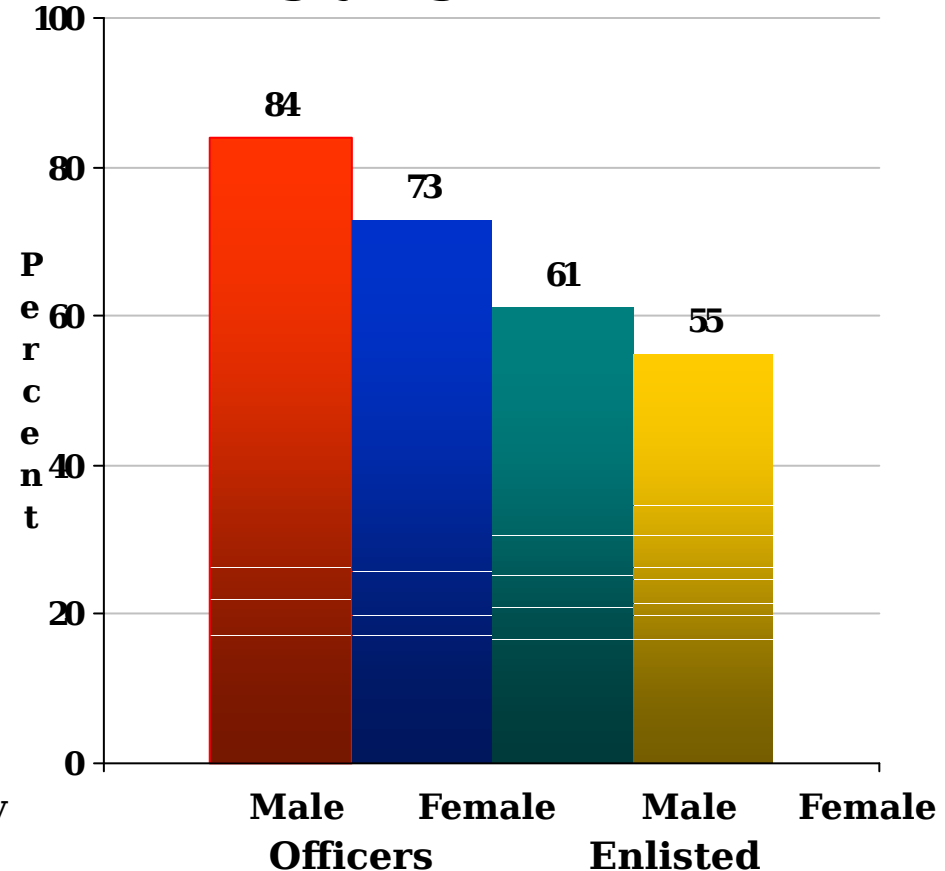
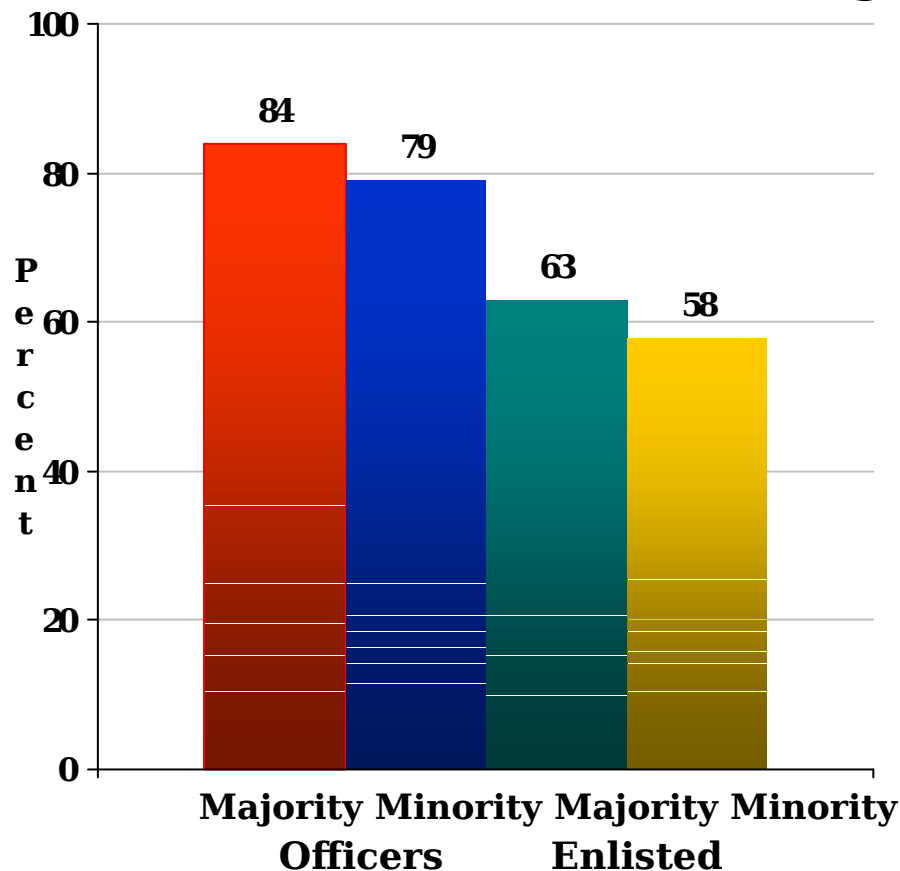
Percent "Agree/Strongly Agree"



Leadership at This Command Supports Diversity: Race and Gender

NPRST

Percent "Agree/Strongly Agree"

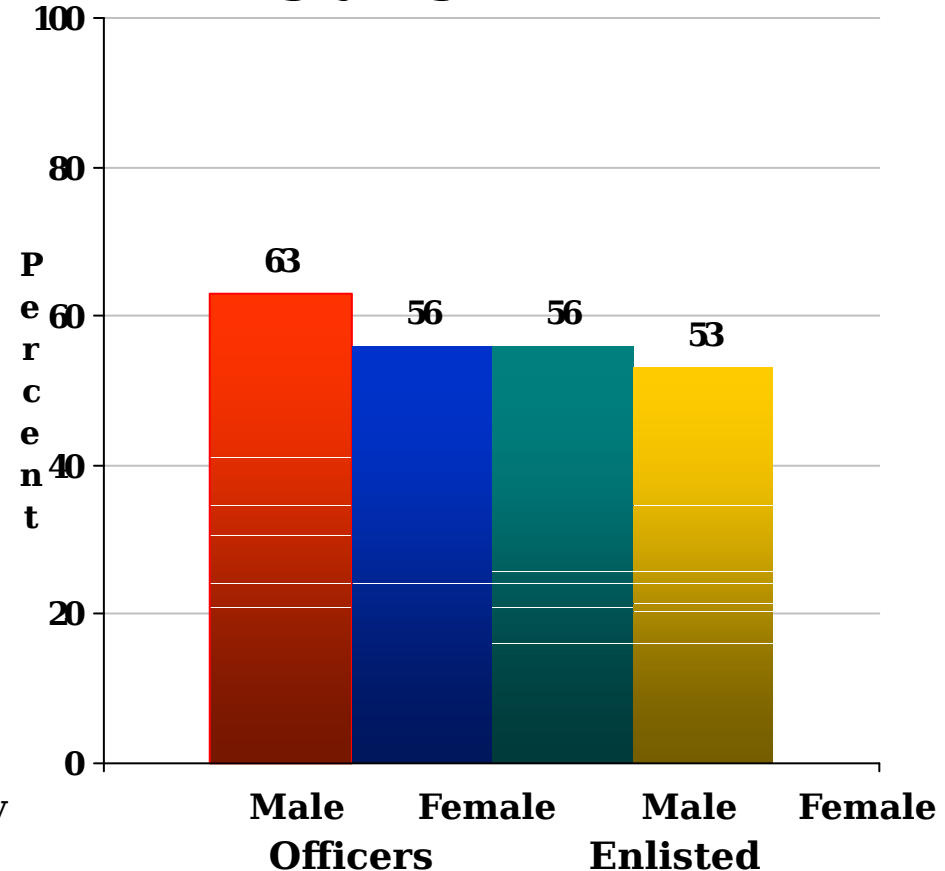
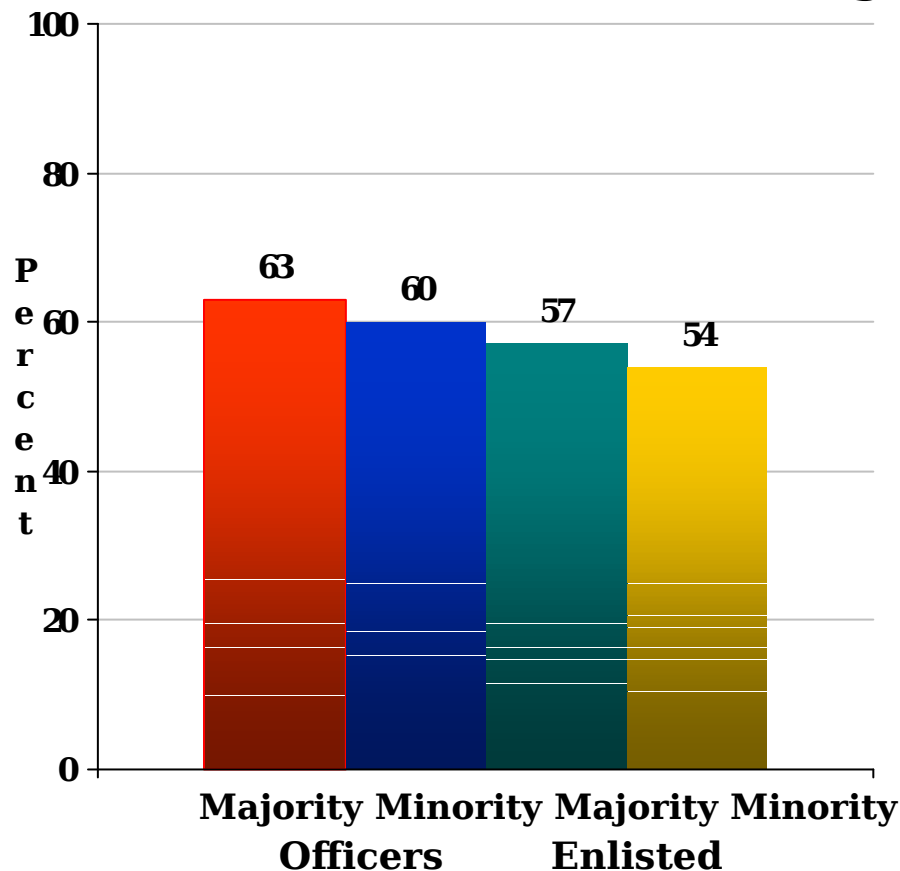


In the Past Year I Have Heard Navy Leaders

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Speak About Diversity: Race and Gender

Percent "Agree/Strongly Agree"



Diversity: Organizational Impact

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39% agreed on 2004 NOS

Officers

Enlisted

Increased diversity will allow the Navy to better accomplish its mission

53

29

15

55

26

13

Diversity is important in building a quality force

71

17

10

71

18

8

Navy's diversity efforts will benefit everyone

62

22

12

59

24

12

Navy's diversity efforts will help unify its personnel

57

24

14

62

22

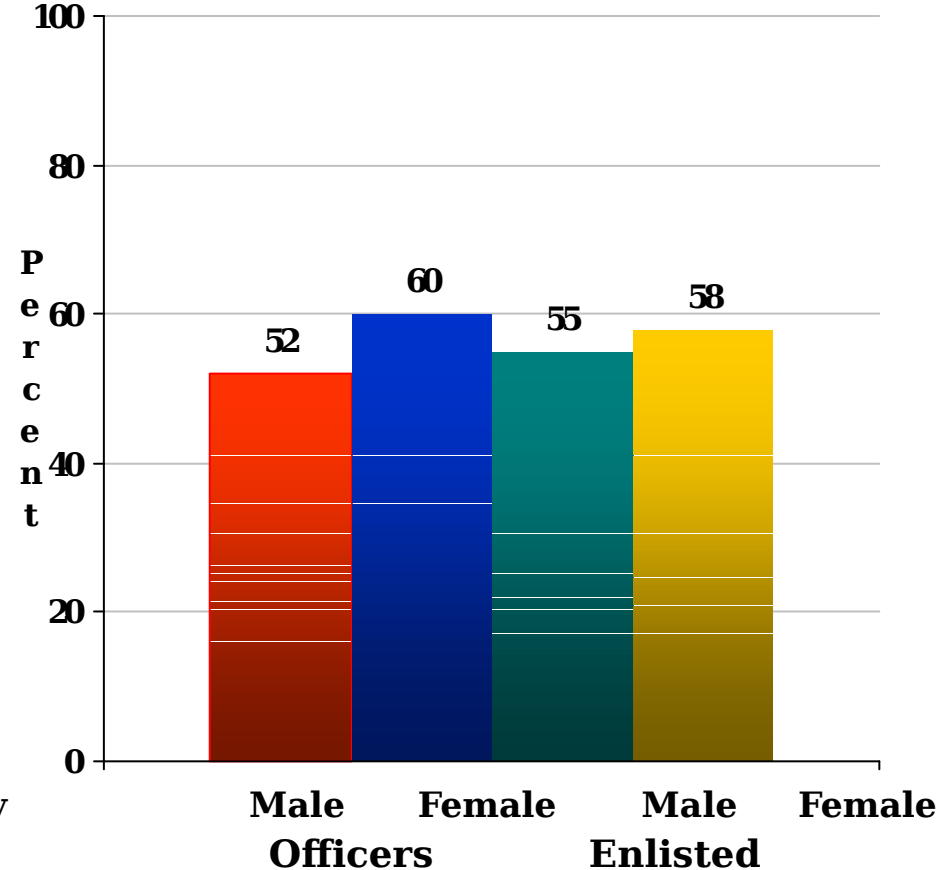
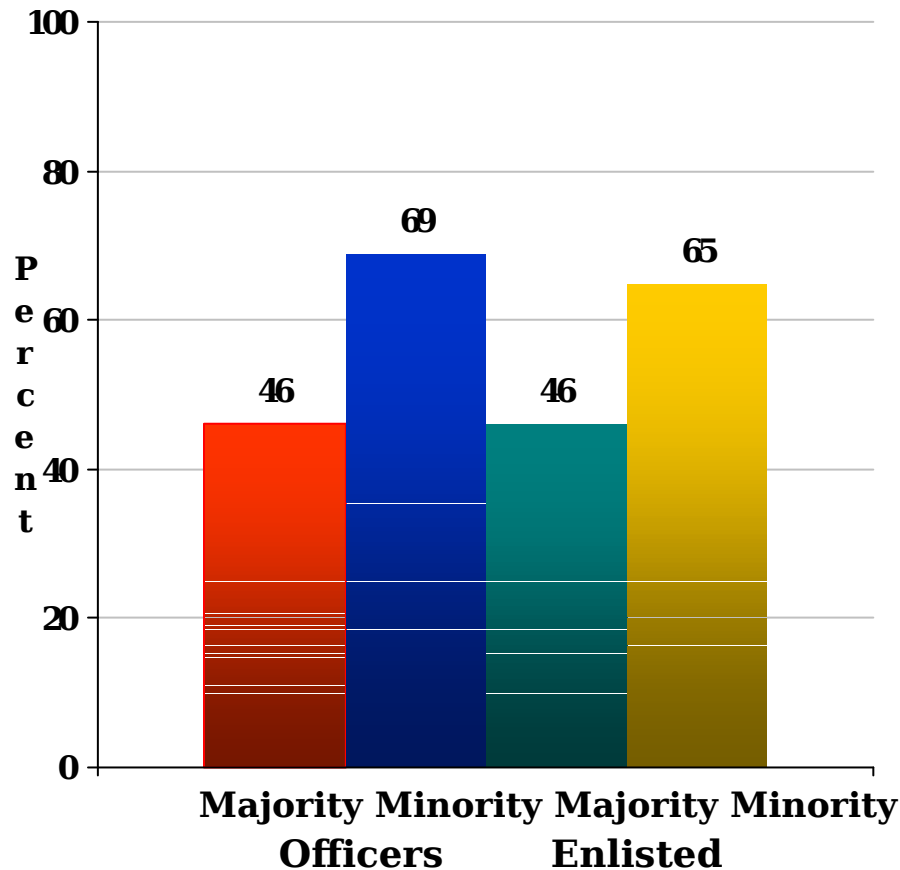
11

Agree Neutral Disagree

Agree Neutral Disagree

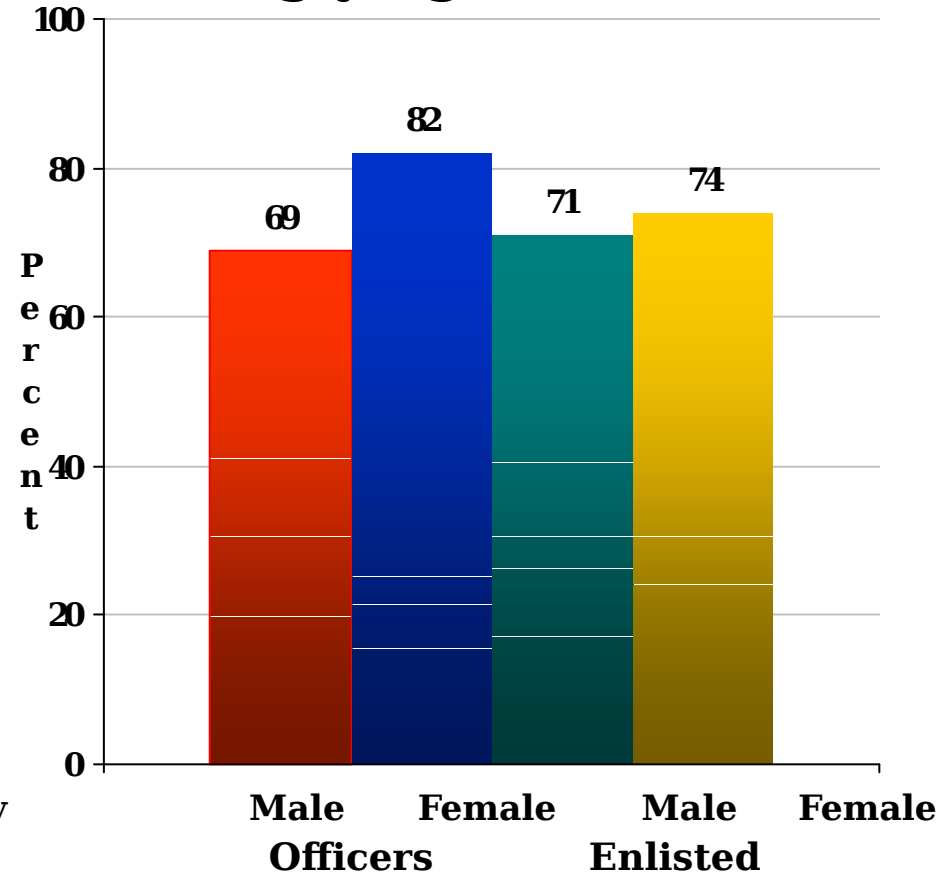
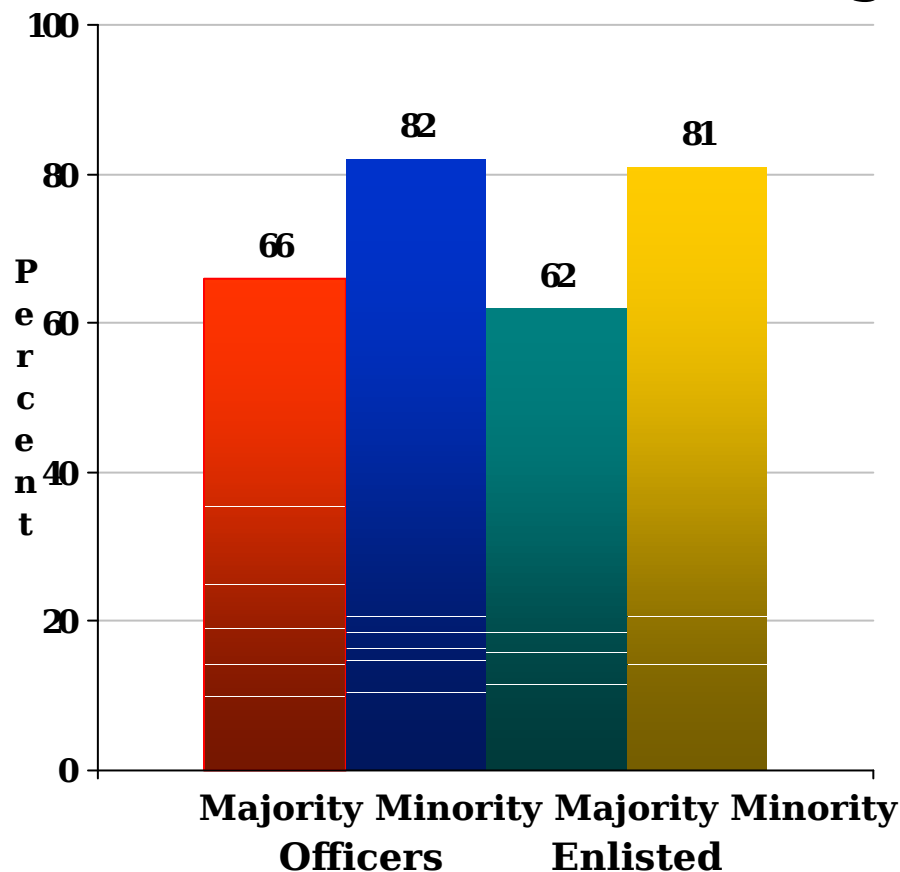
Increased Diversity Will Allow Navy to Better Accomplish its Mission: Race and Gender

Percent "Agree/Strongly Agree"



Diversity is an Important Element in Building a Quality Force: Race and Gender

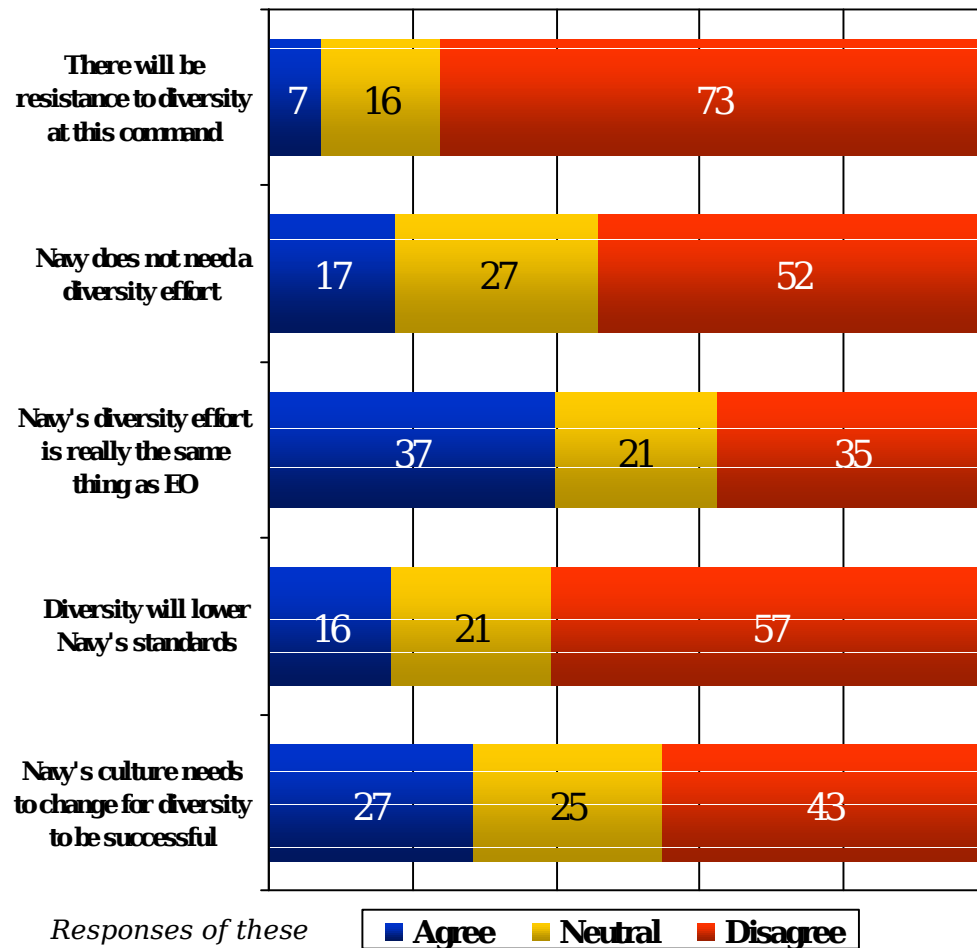
Percent "Agree/Strongly Agree"



Diversity: Resistance to Diversity

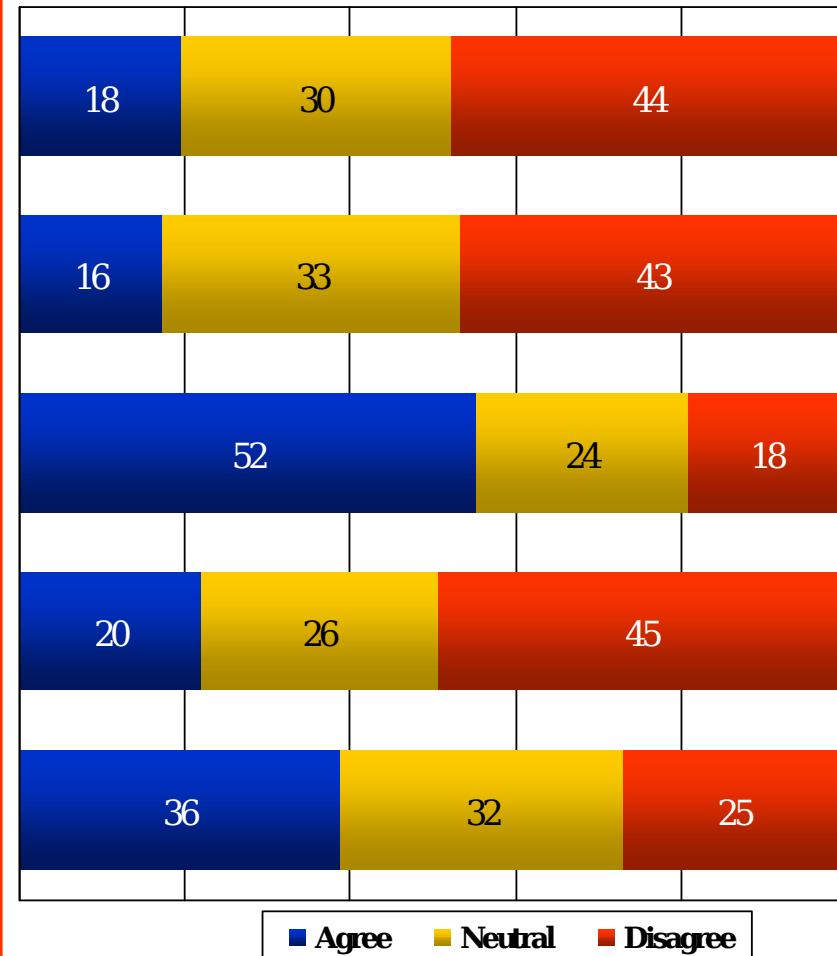
NPRST

Officers



Responses of these who chose "Don't Know/Not"

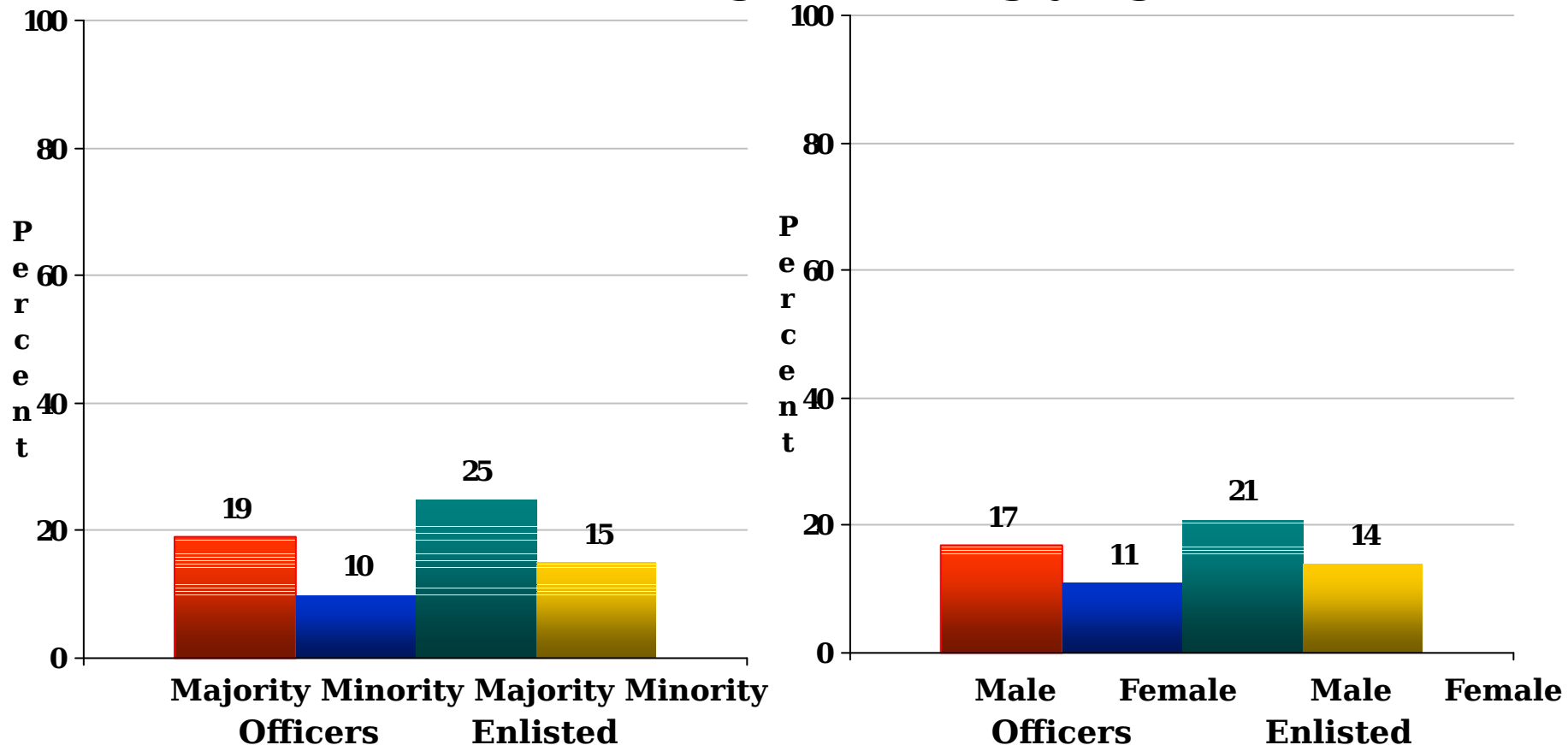
Enlisted



Navy's Diversity Efforts Will Lower Standards: Race and Gender

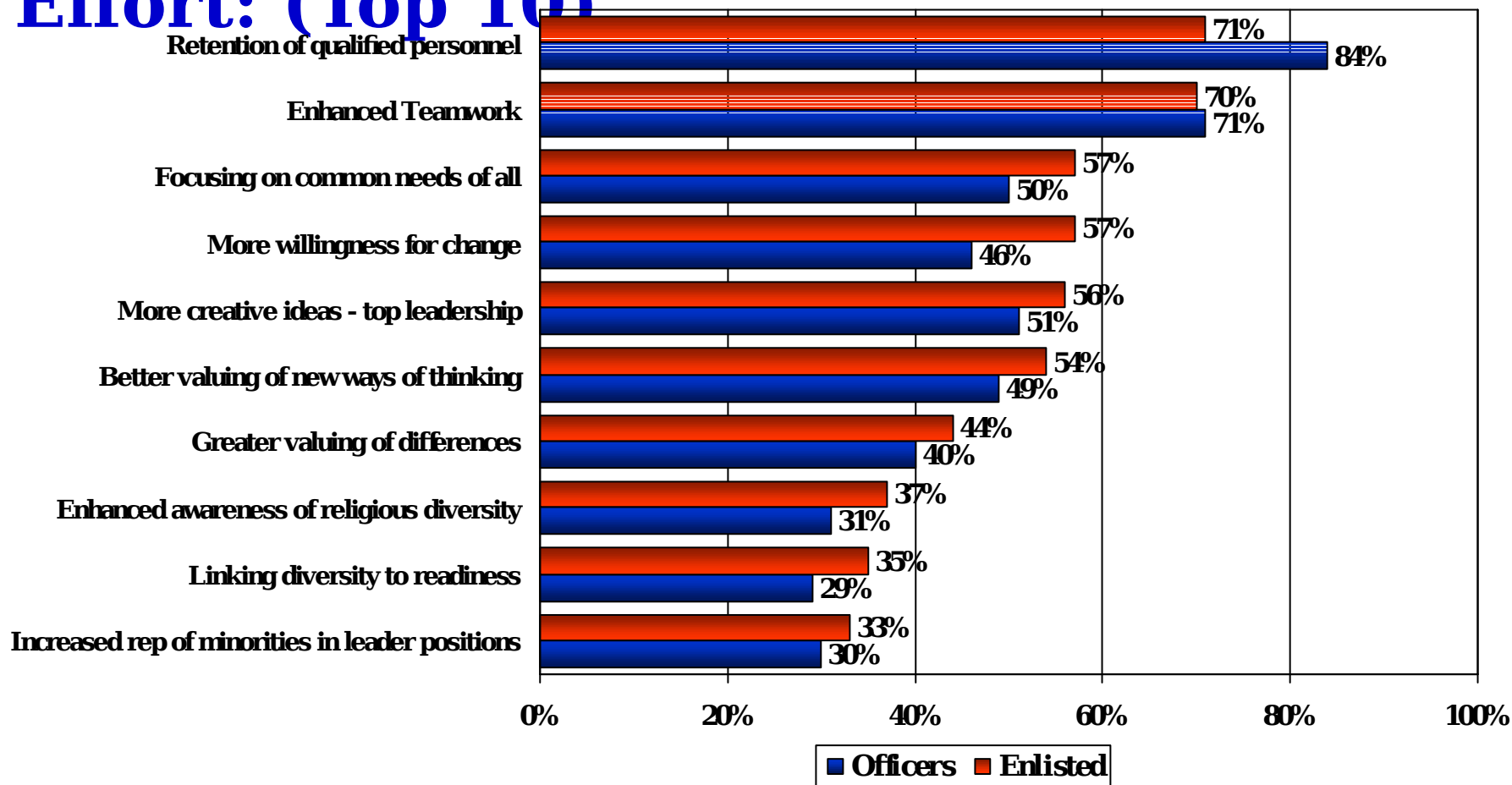
NPRST

Percent "Agree/Strongly Agree"



Which of the Following Should be Part of the Navy's Diversity Effort: (Top 10)

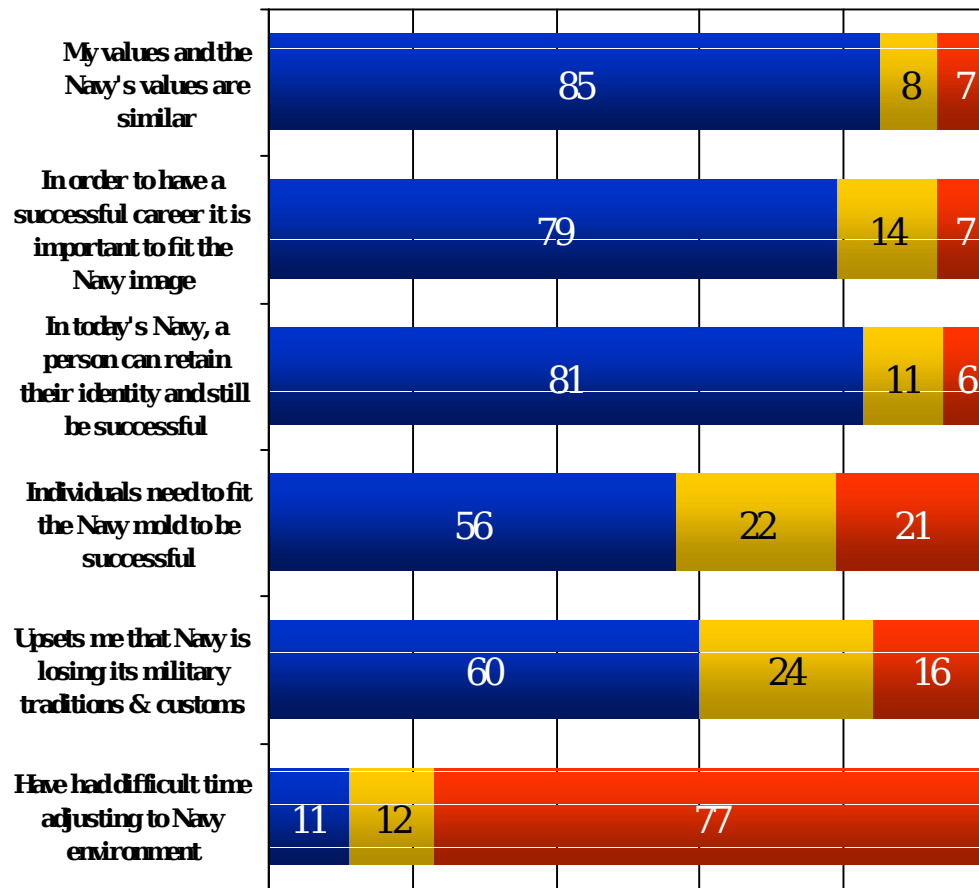
NPRST



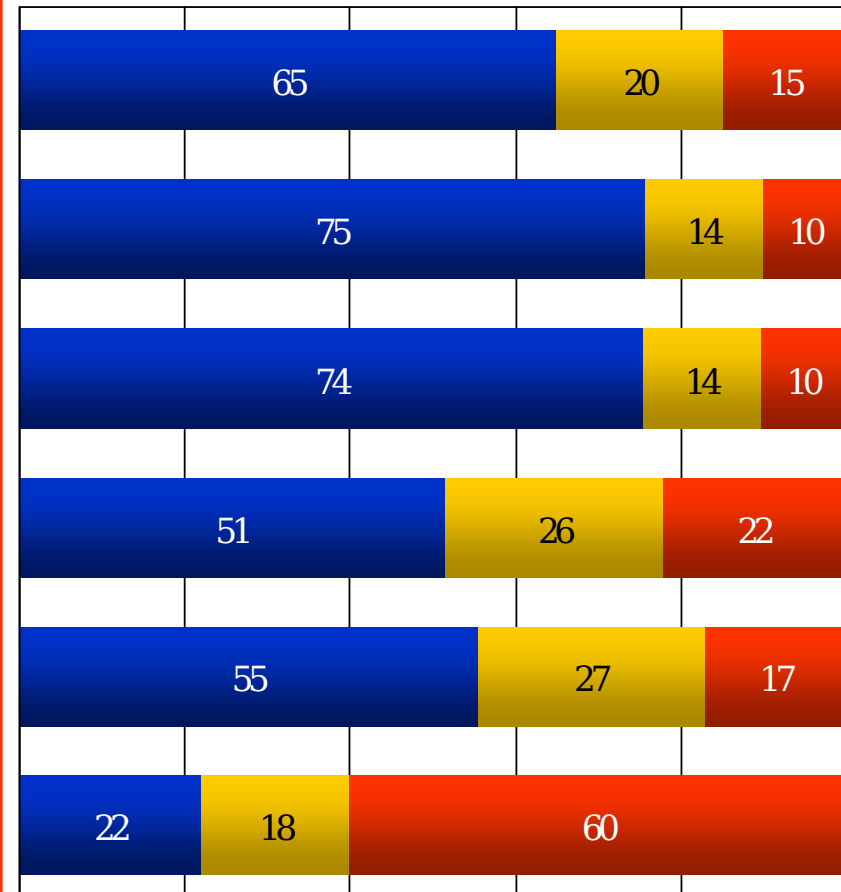
Cultures/Values

NPRST

Officers



Enlisted



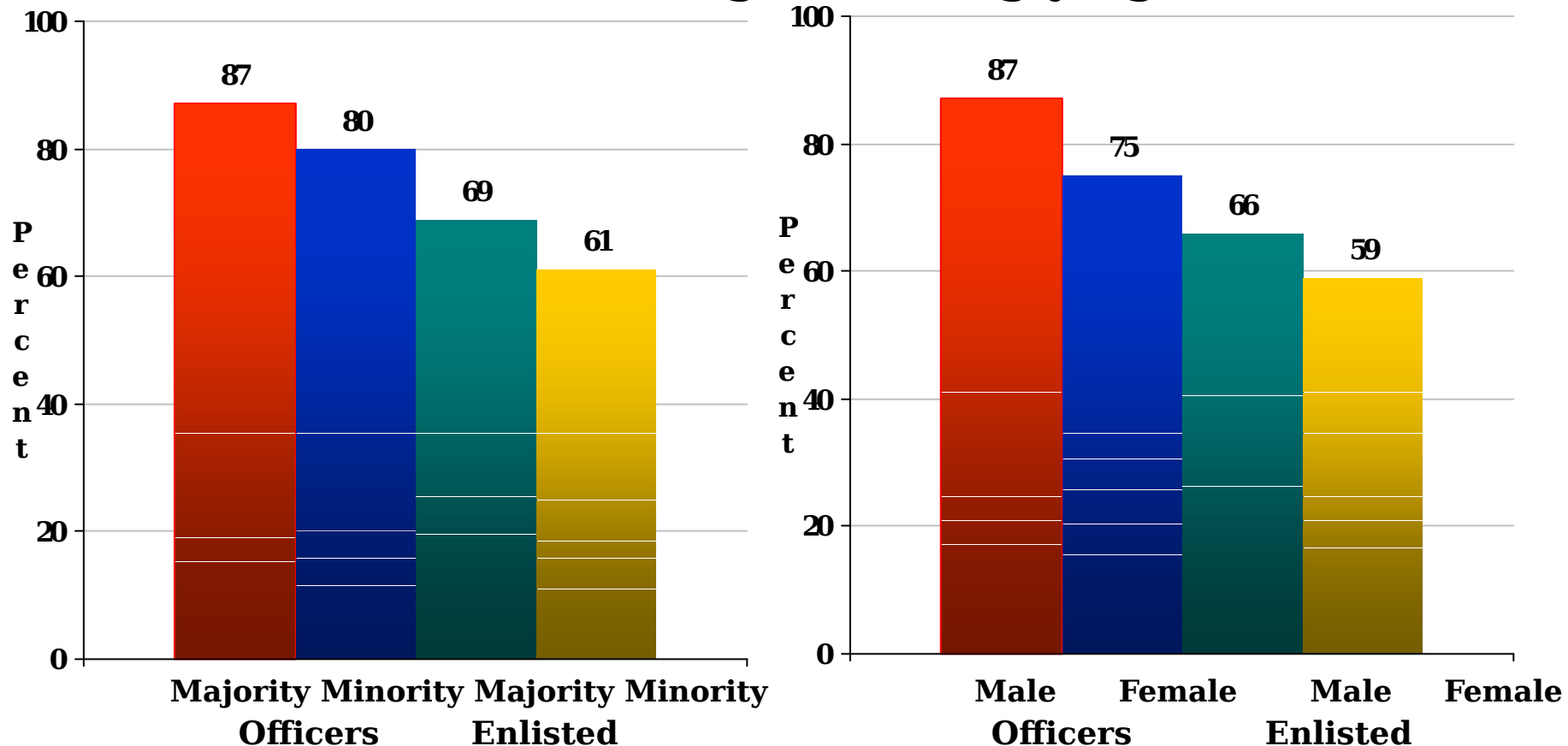
■ Agree ■ Neutral ■ Disagree

■ Agree ■ Neutral ■ Disagree

My Values and the Navy's Values Are Very Similar: Race and Gender

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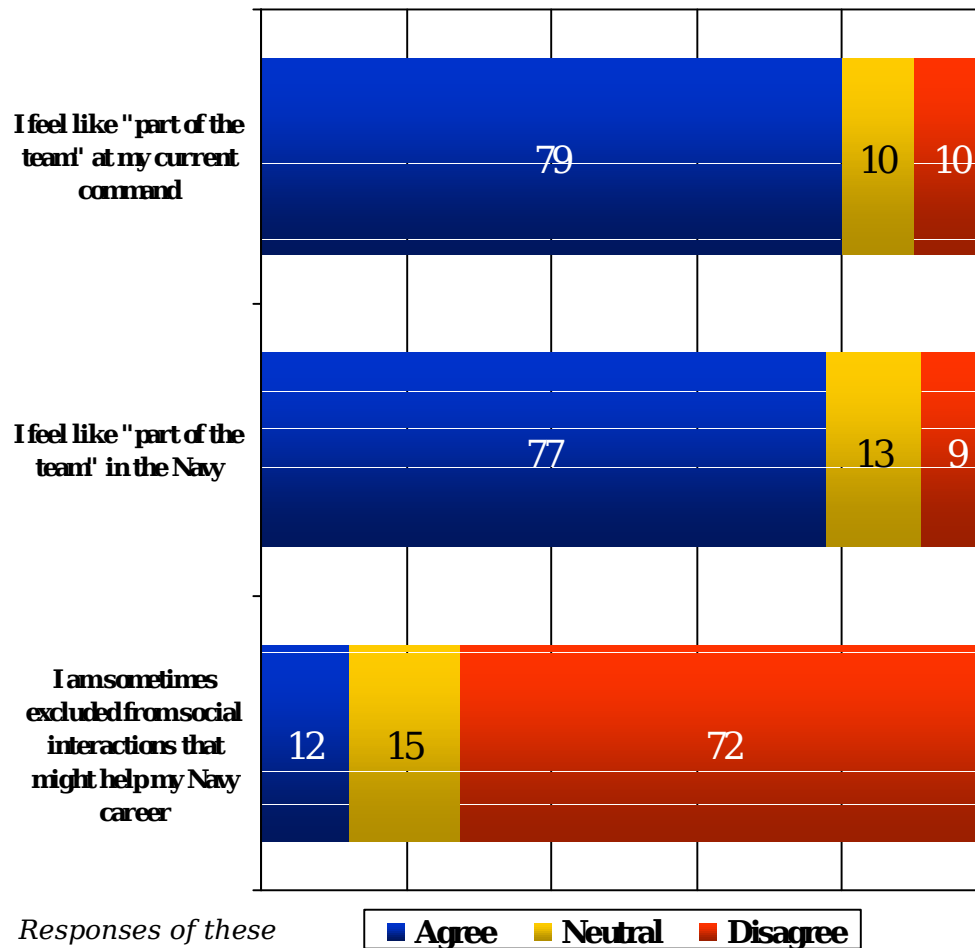
Percent "Agree/Strongly Agree"



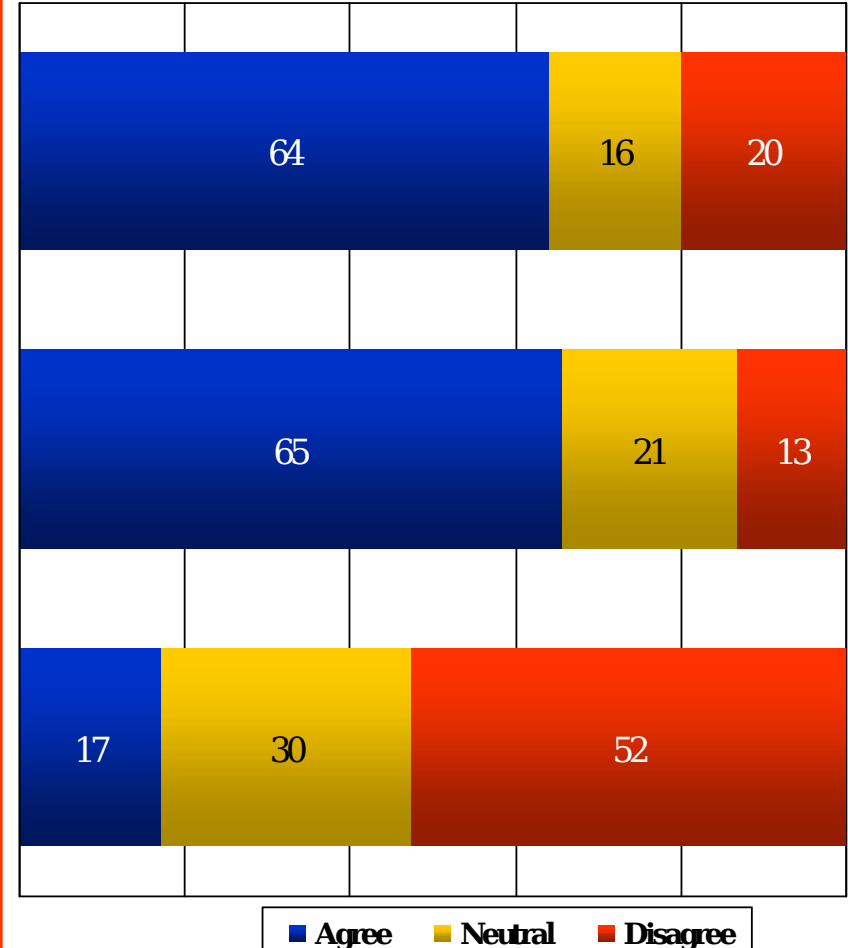
Being Part of a Team

NPRST

Officers



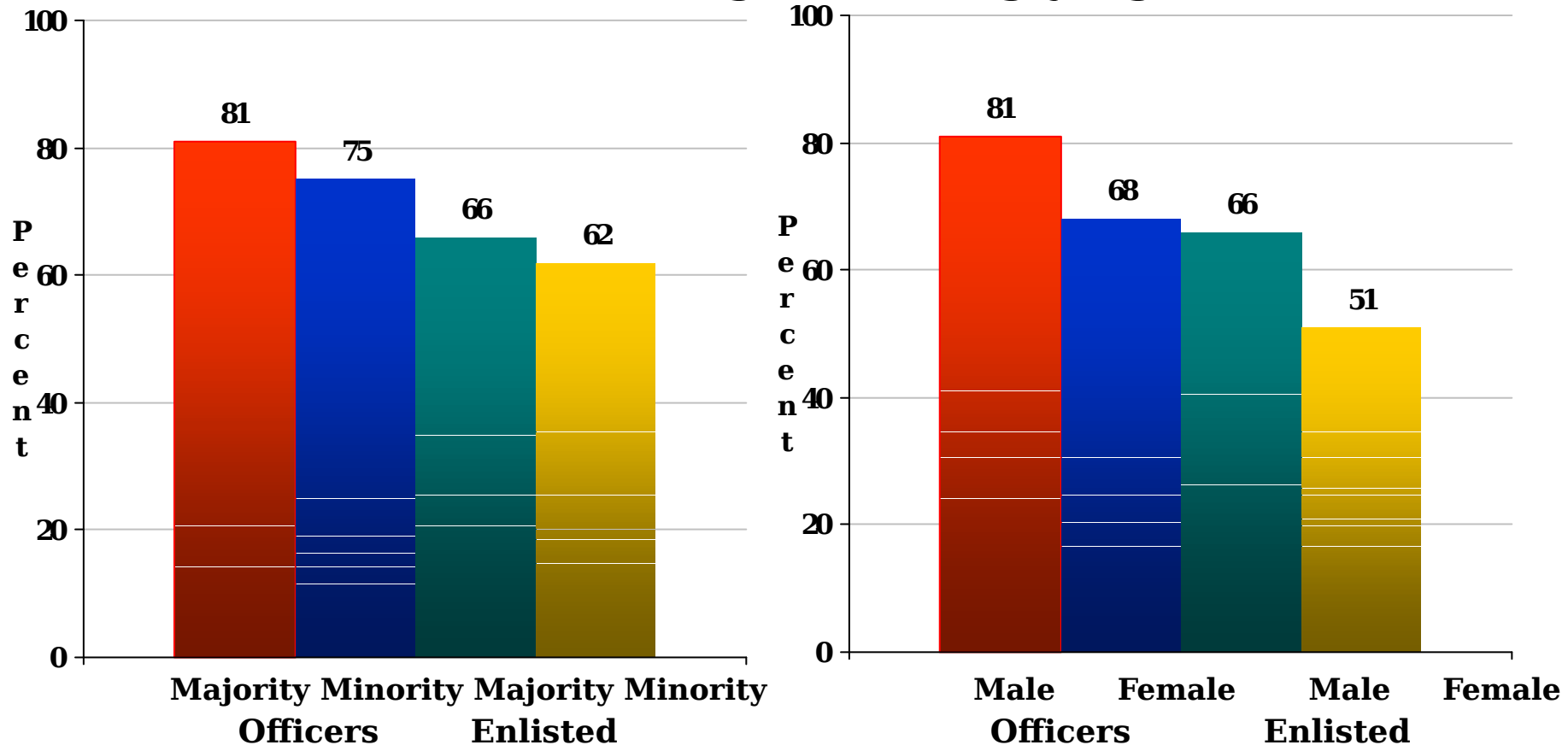
Enlisted



Responses of those who chose "Don't Know/Not Applicable"

I Feel Like “Part of the Team” at my Current Command: Race and Gender

Percent “Agree/Strongly Agree”

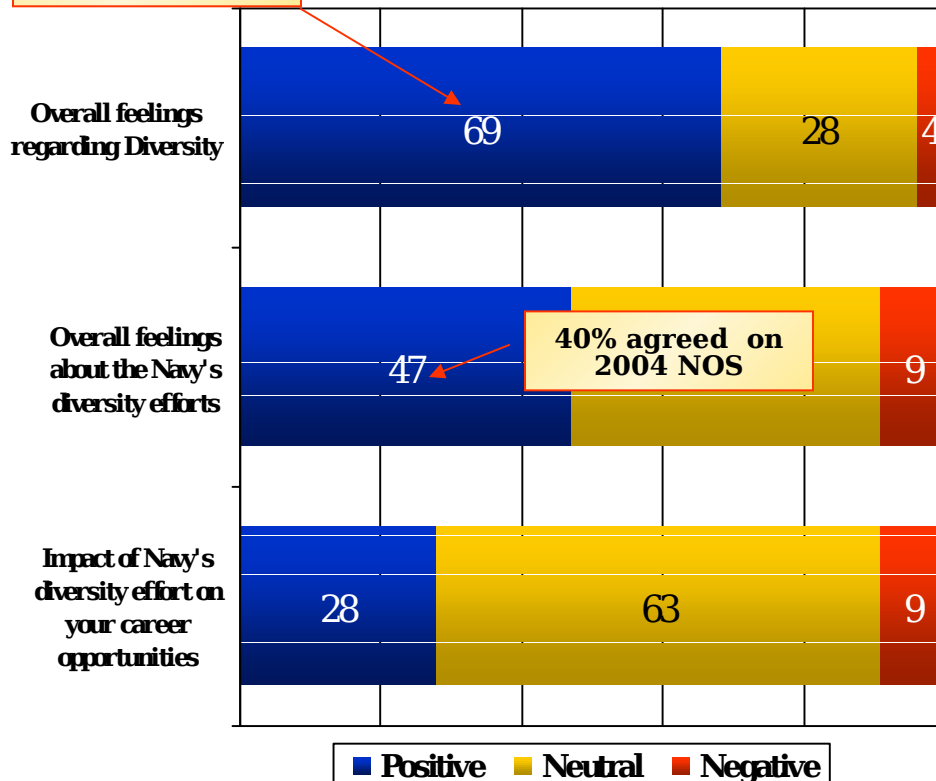


Diversity: Satisfaction

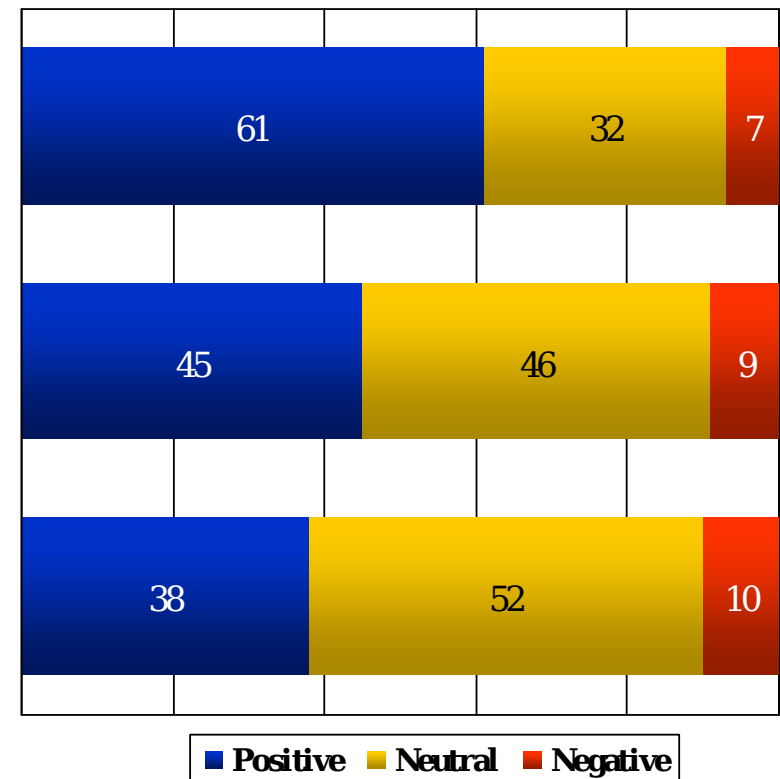
NPRST

Officers

56% agreed on
2004 NOS

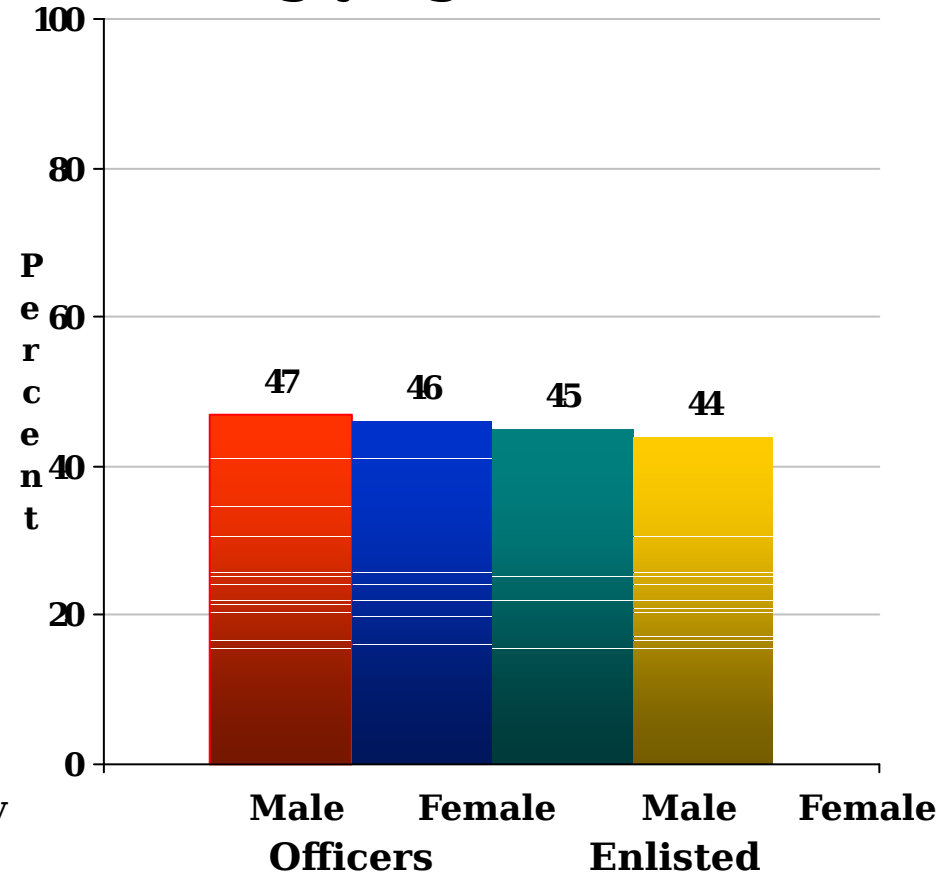
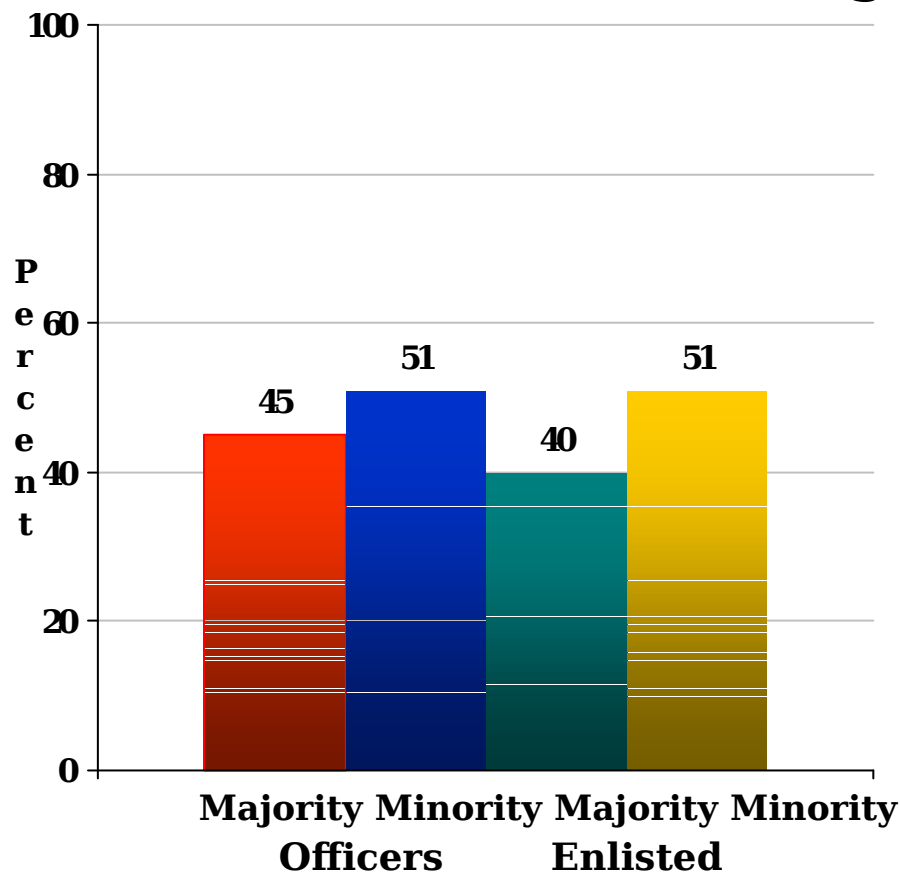


Enlisted



Overall Feelings About the Navy's Diversity Effort: Race and Gender

Percent "Agree/Strongly Agree"





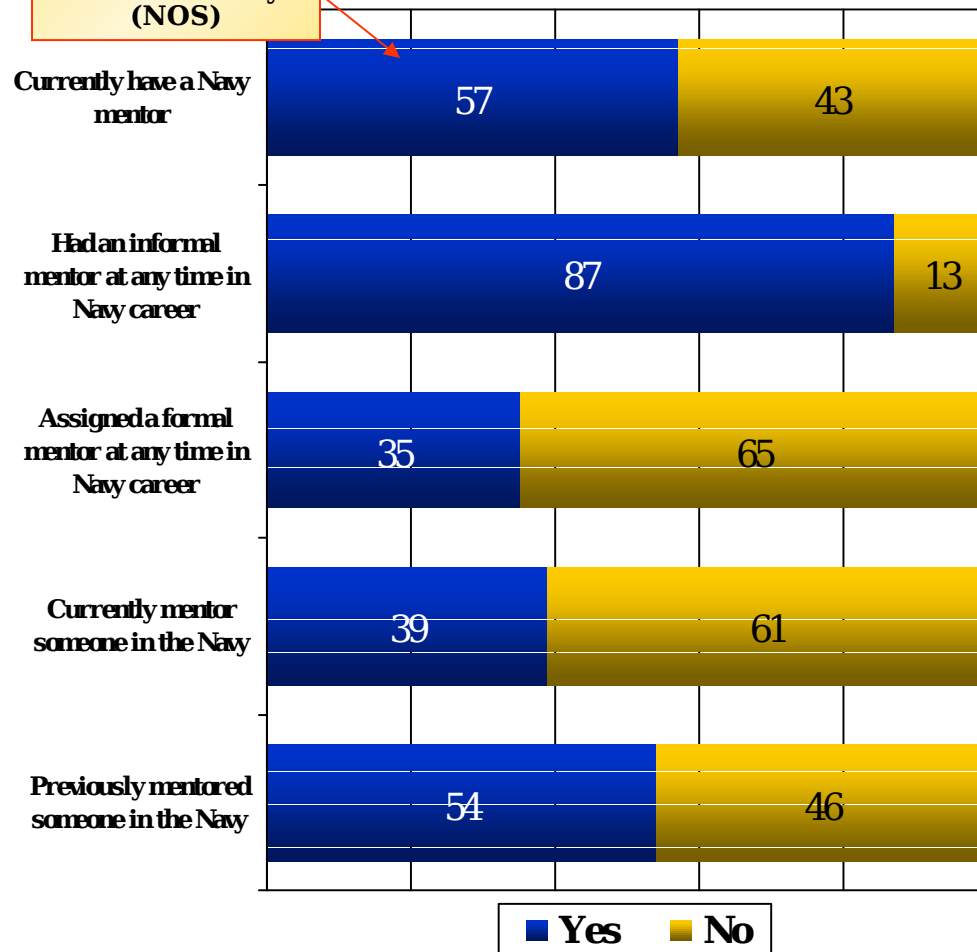
Mentoring Experiences/ Satisfaction

Achieving Human Resource Solutions Through Innovative Research

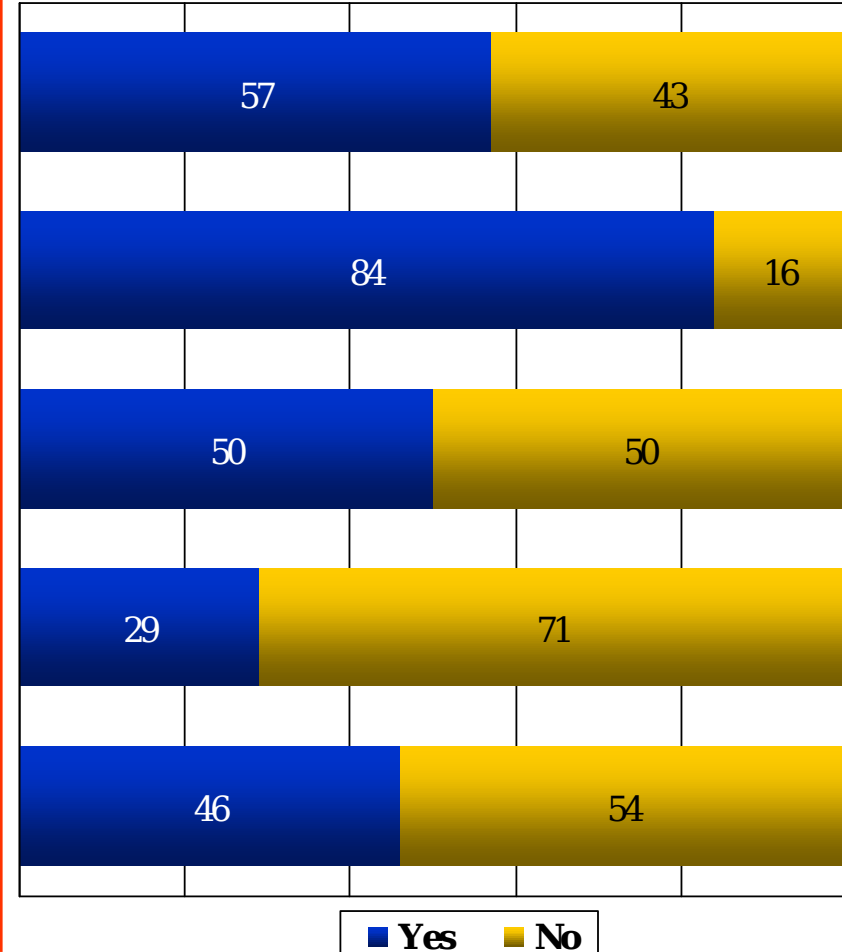
Mentoring Experiences

53% had mentor
on 2004 Navy
Officer Survey
(NOS)

Officers

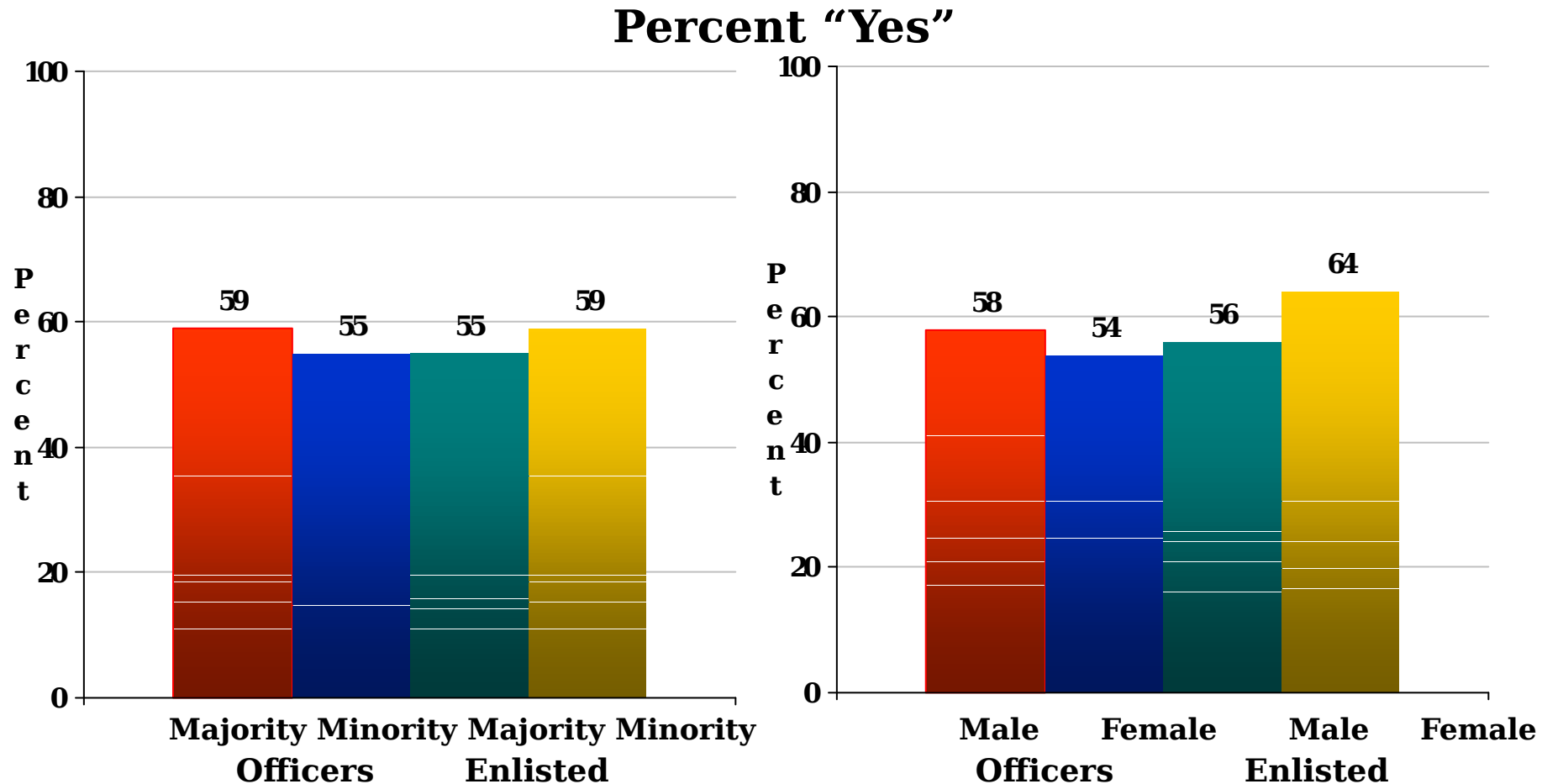


Enlisted

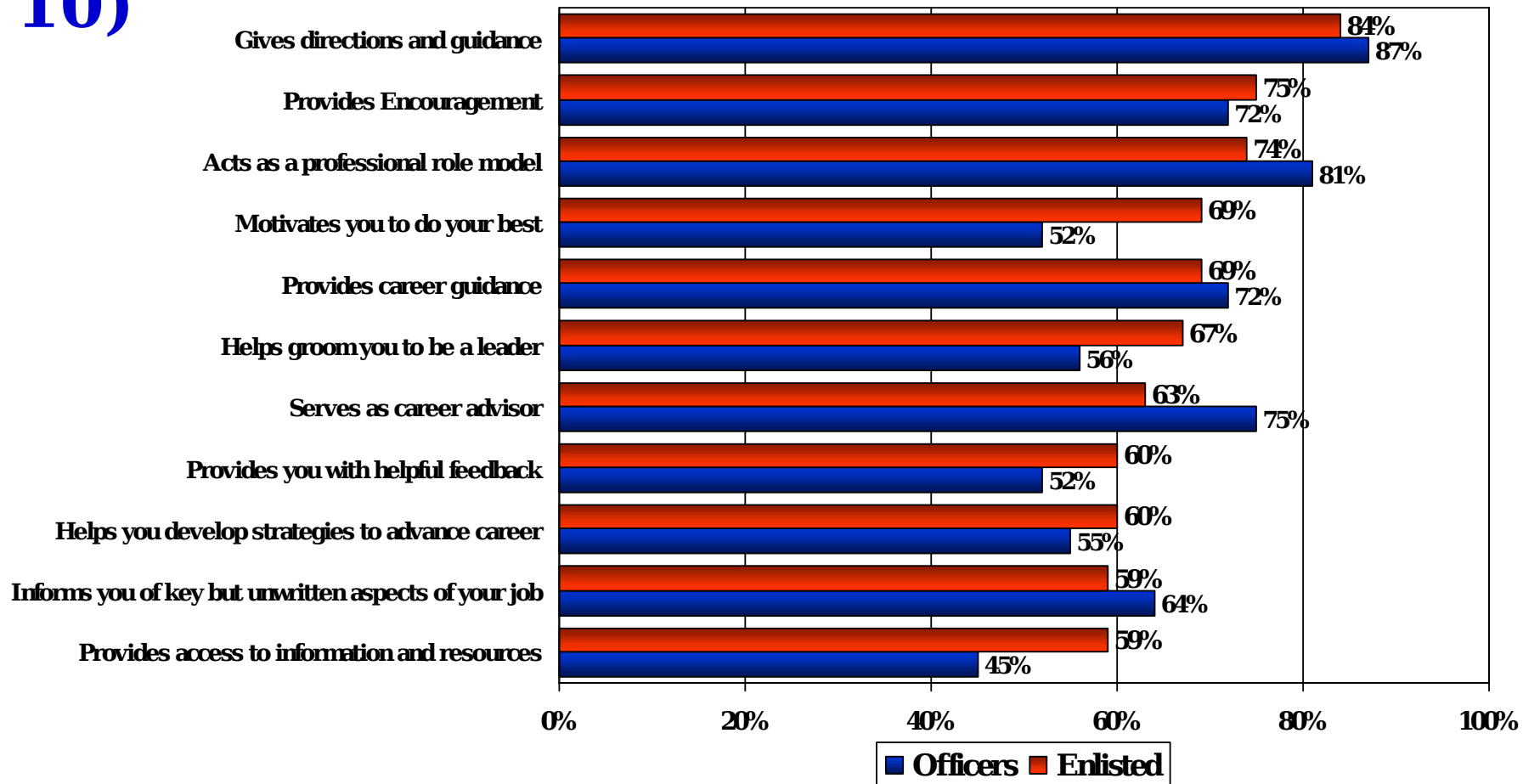


Currently Have a Navy Mentor: Race and Gender

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Which of the Following Does Your Current Mentor Do for You: (Top 10)

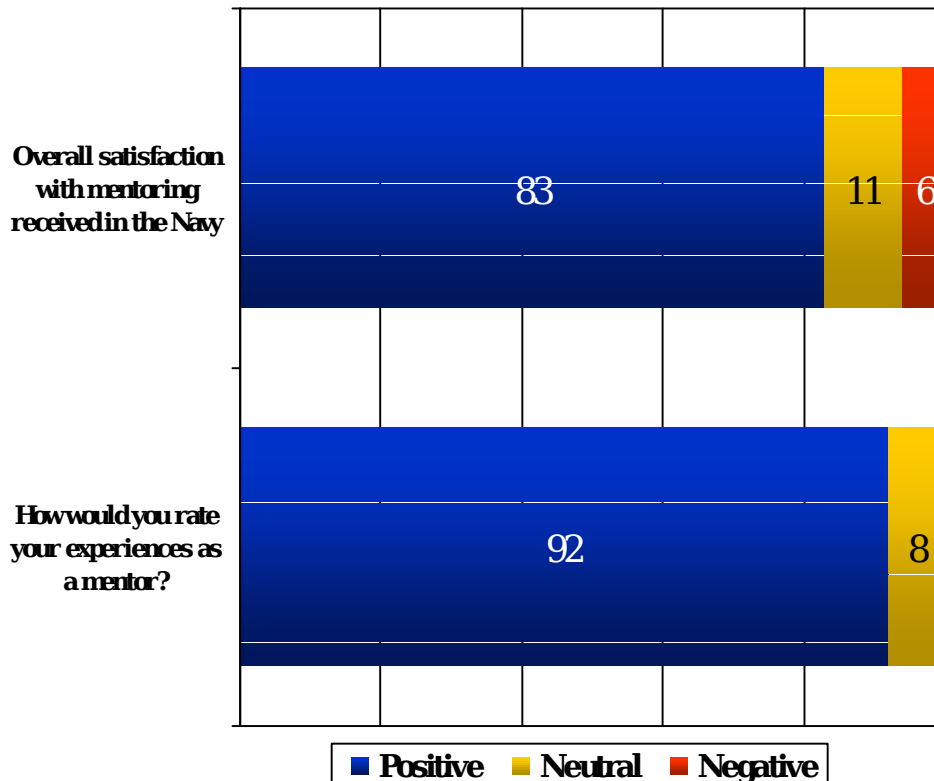


Note: Includes only respondents who indicated that they currently have a mentor.

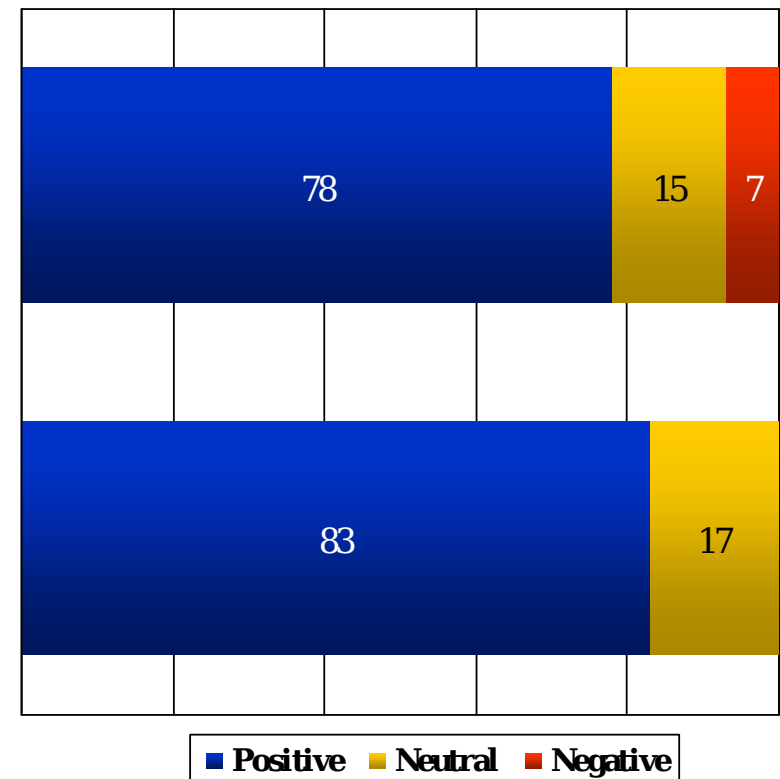
Mentoring: Satisfaction

NPRST

Officers



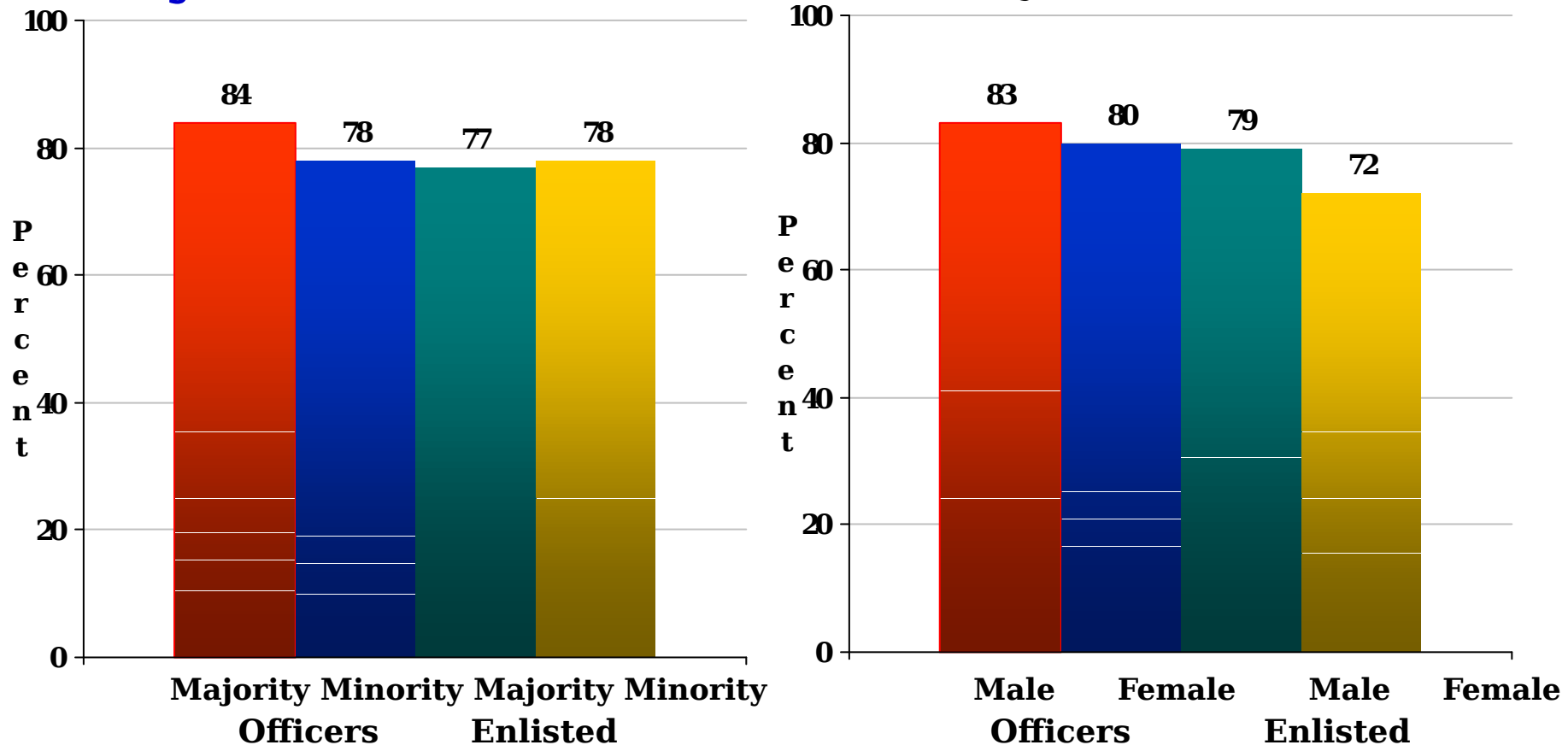
Enlisted



Note: Responses of those who indicated that they currently have a mentor or are currently a mentor to someone in the Navy.

Overall Satisfaction with Mentoring Received in the Navy: Race and Gender

Percent "Satisfied/Very Satisfied"



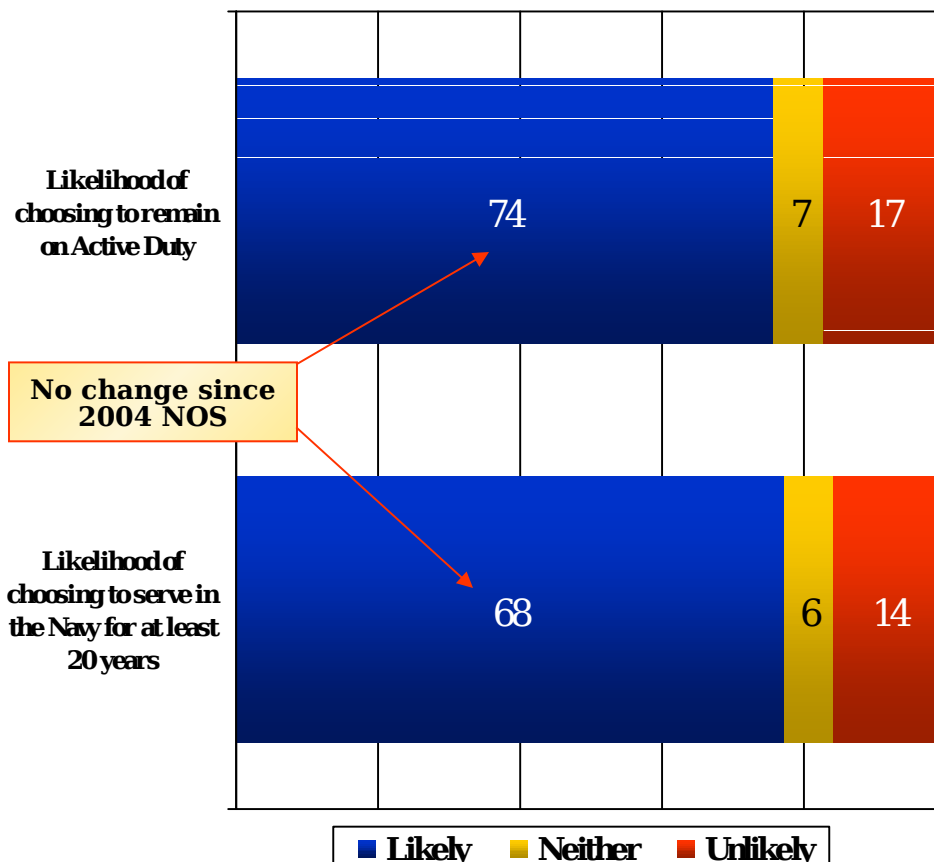
Career Intentions /Satisfaction

Achieving Human Resource Solutions Through Innovative Research

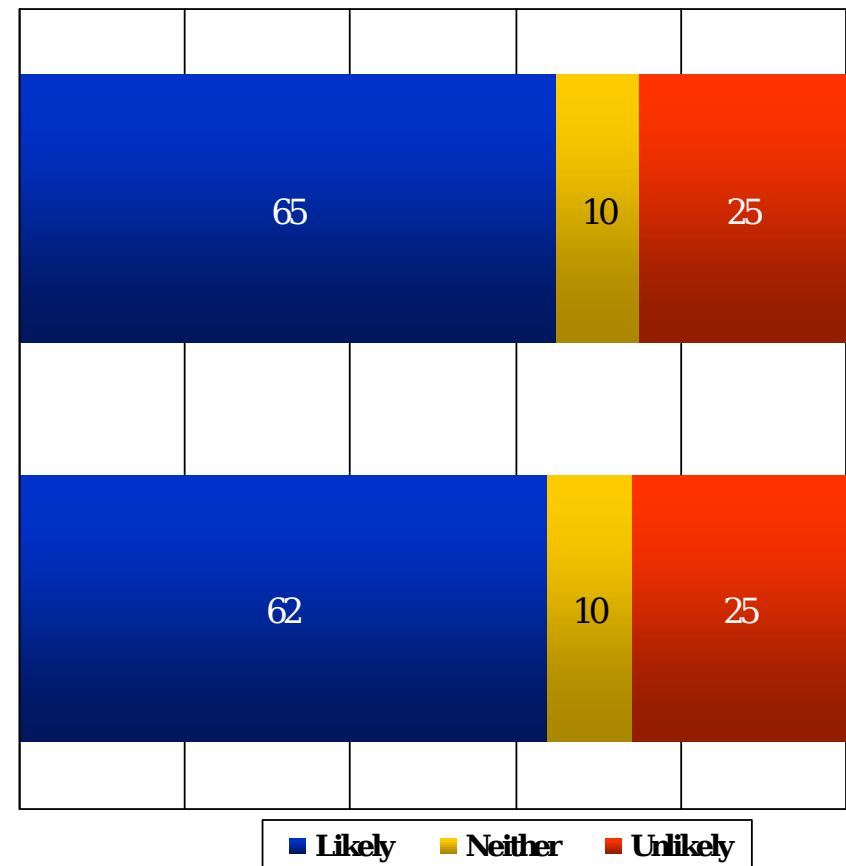
Career Intentions

NPRST

Officers



Enlisted

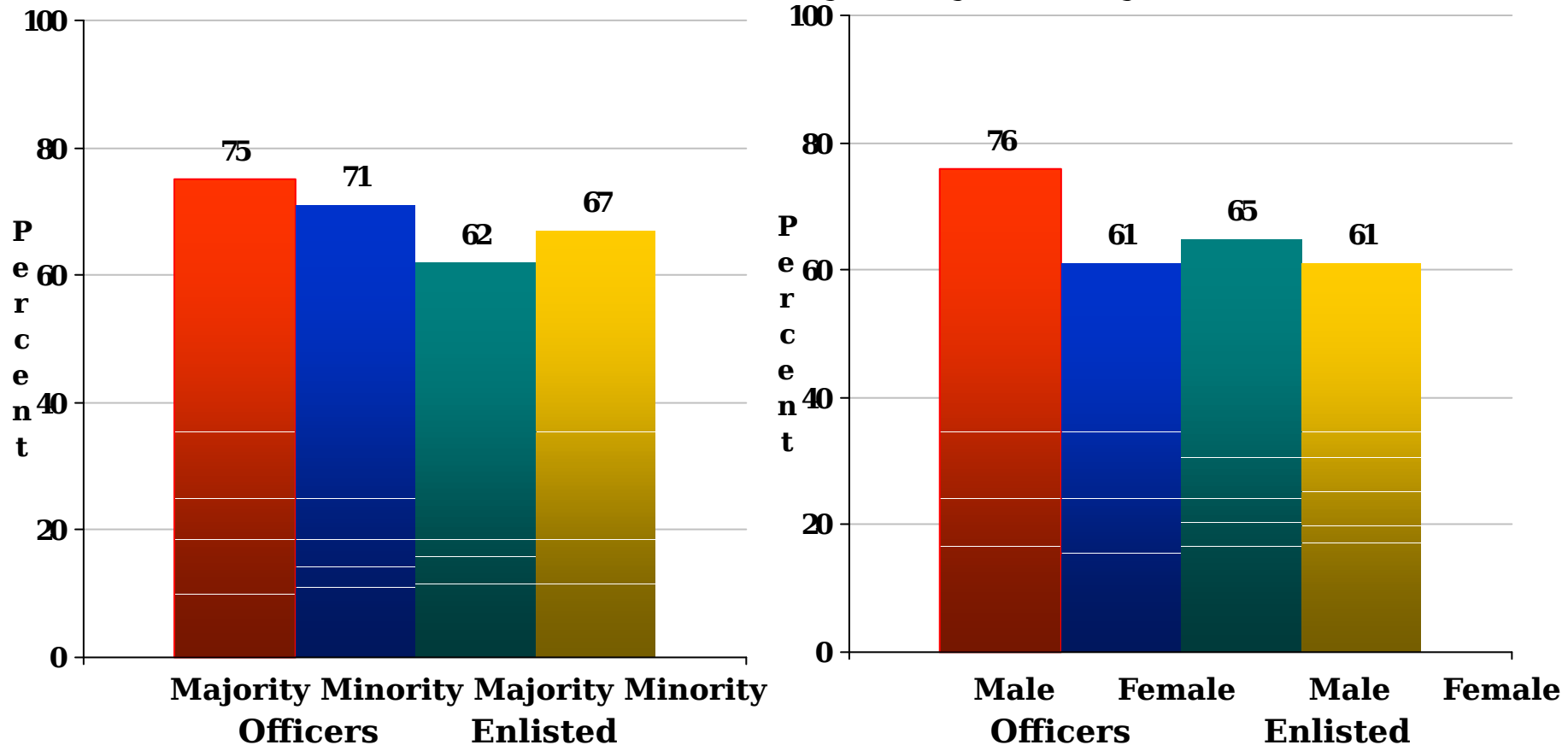


Responses of those who chose "Don't Know/Not Applicable" not included.

Likelihood of Choosing to Remain on Active Duty: Race and Gender

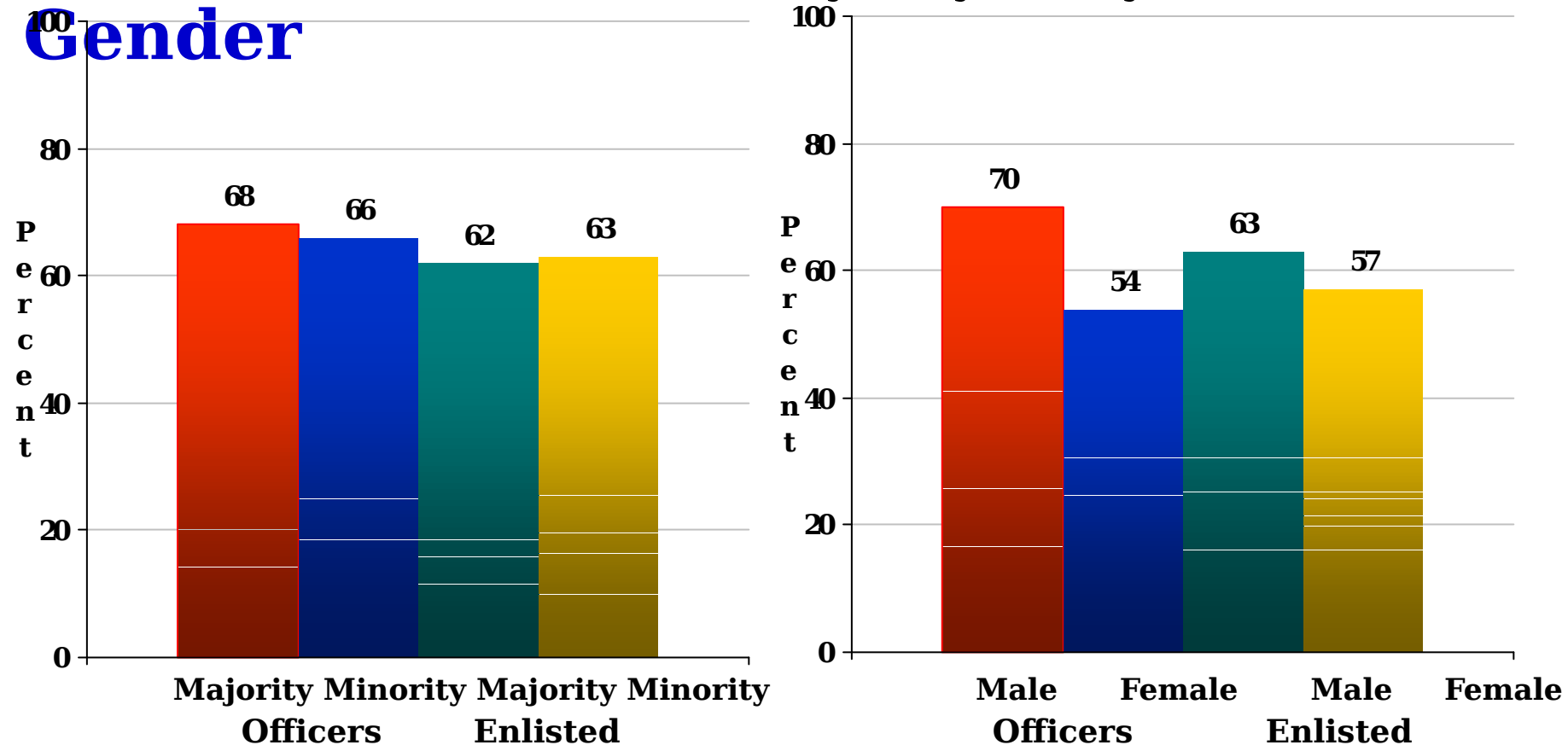
NPRST

Percent "Likely/Very Likely"



Likelihood of Choosing to Serve in the Navy for at Least 20 Years: Race and Gender

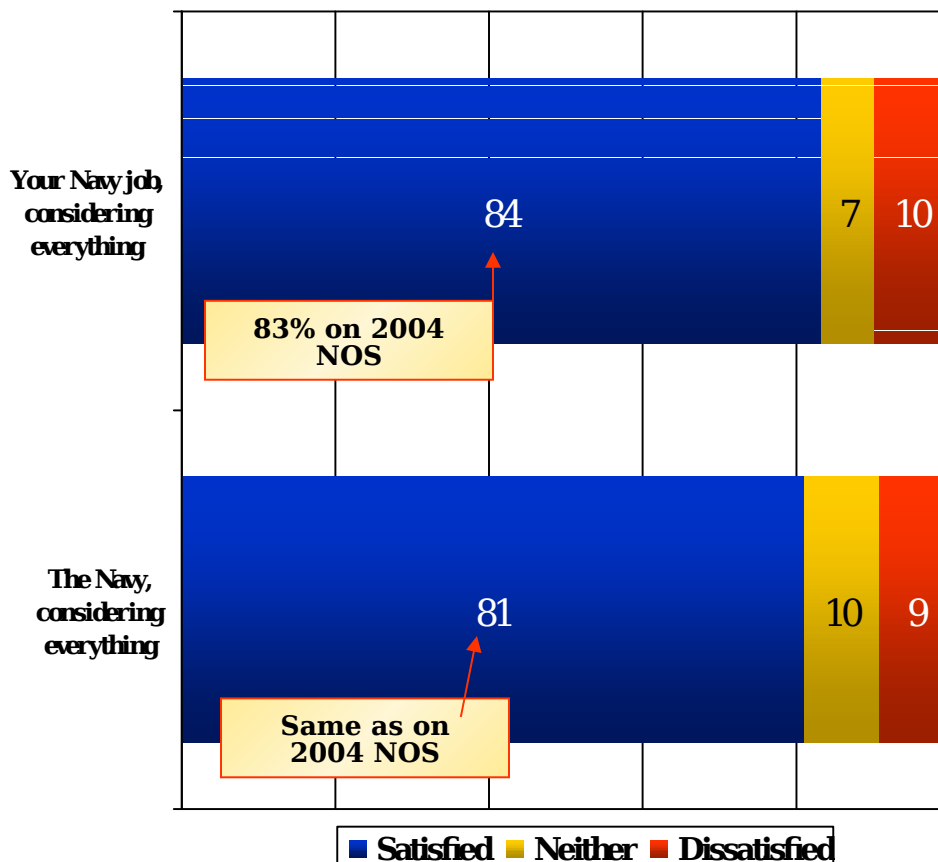
NPRST



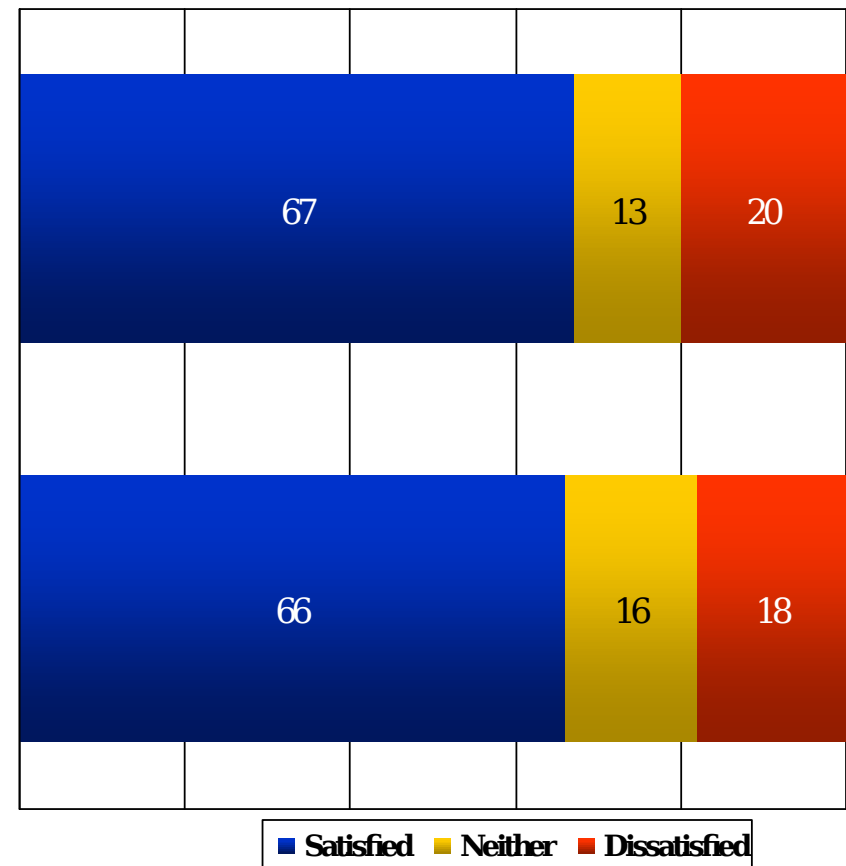
Navy Satisfaction

NPRST

Officers



Enlisted

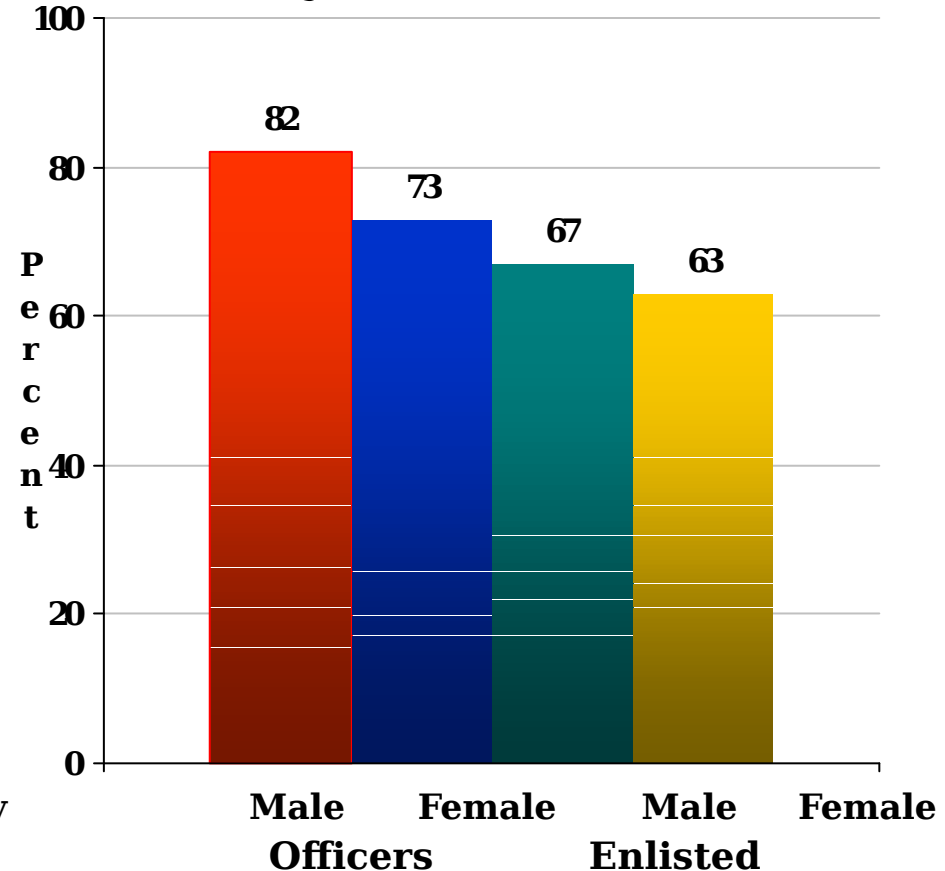
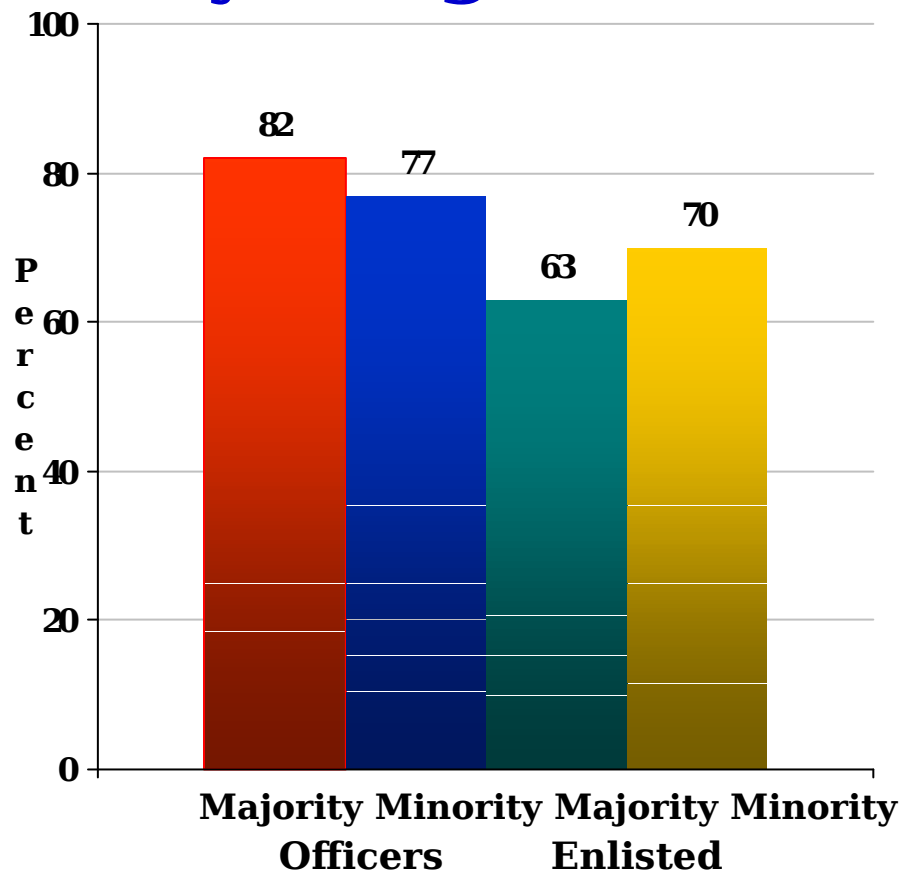


Responses of those who chose "Don't Know/Not Applicable" not included.

Overall Satisfaction with Navy, Considering Everything: Race and Gender

NPRST

Percent "Satisfied/Very Satisfied"



Summary

NPRST

- **Majority of officers and enlisted are aware of and support the Navy's diversity efforts**
- **Most agree that diversity will positively impact the Navy**

More than 50% indicated that diversity is important to building a quality force, that the effort will benefit everyone, and that it will unify personnel
- **Less than one third believe diversity will lower Navy standards**
- **Two-thirds of officers and half of enlisted are personally committed to diversity or actively supported diversity efforts**

Half of enlisted and one-third of officers believe diversity is the same as EO

Summary (Cont).

- **More than 80% of officers and enlisted have had an informal mentor during career**

Approximately one-third of officers and half of enlisted report having been assigned a formal mentor in their career

Most are satisfied with the mentoring they have received